

# **KENTUCKY TRANSPORTATION CABINET**

## **Affirmative Action Plan 2012 - 2017**

Office for Civil Rights & Small Business Development

200 Mero Street

Frankfort, KY 40622

**Mike Hancock, P.E., Secretary**  
**Tyra L. Redus, Executive Director**



**Internal Equal Employment  
Opportunity/Affirmative Action Plan**



Affirmative Action Program:  
**Five Year Plan**

KENTUCKY TRANSPORTATION CABINET  
200 Mero Street  
Frankfort, KY 40622

From: January 2012  
Month Year

To: January 2017  
Month Year

APPROVAL SECTION:

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Kentucky Transportation Cabinet Secretary

5/15/12  
Date



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# INTRODUCTION

## Kentucky Transportation Cabinet (KYTC)

The KYTC started as the Department of Public Roads in 1912, headed by a Commissioner who provided oversight for the entire Commonwealth until the District Offices were established in 1914 with the State Highway Act. Ten (10) Districts containing 12 counties each were established with the responsibility for coordinating design work within their respective counties. In 1918, the number of Districts was increased to 11, but a reorganization in 1921 decreased it to nine (9) districts. Finally, in 1960 the nine (9) districts and six (6) construction offices merged into the present 12 District Offices that continue to provide service to the 120 counties within the Commonwealth.

The KYTC has 4,735 employees and operates an annual budget of over \$2 billion. The Cabinet is comprised of 10 executive offices and four departments. Despite budget constraints, KYTC has increased its full time workforce from approximately 4,488 in 2010 to 4,735 as of December 31, 2011, a 6.69% increase.

The KYTC Central Office is located in Central Kentucky in the city of Frankfort, KY. Twelve District Offices containing 51 resident engineers are strategically aligned to provide consistent oversight throughout the 120 counties within the Commonwealth.

### District 1: District Office in Paducah

(Counties of Ballard, Calloway, Carlisle, Crittenden, Fulton, Graves, Hickman, Livingston, Lyon, Marshall, McCracken and Trigg)

### District 2: District Office in Madisonville

(Counties of Caldwell, Christian, Daviess, Hancock, Henderson, Hopkins, McLean, Muhlenburg, Ohio, Union and Webster)

### District 3: District Office in Bowling Green

(Counties of Allen, Barren, Butler, Edmonson, Logan, Metcalfe, Monroe, Simpson, Todd and Warren)

### District 4: District Office in Elizabethtown



(Counties Breckinridge, Grayson, Green, Hardin, Hart, Larue, Marion, Meade, Nelson, Taylor and Washington)

District 5: District Office in Louisville

(Counties of Bullitt, Franklin, Henry, Jefferson, Oldham, Shelby, Spencer and Trimble)

District 6: District Office in Covington

(Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Owen, Pendleton and Robertson)

District 7: District Office in Lexington

(Counties of Anderson, Bourbon, Boyle, Clark, Fayette, Garrard, Jessamine, Madison, Mercer, Montgomery, Scott and Woodford)

District 8: District Office in Somerset

(Counties of Adair, Casey, Clinton, Cumberland, Lincoln, McCreary, Pulaski, Rockcastle, Russell and Wayne)

District 9: District Office in Flemingsburg

(Counties of Bath, Boyd, Carter, Elliott, Fleming, Greenup, Lewis, Mason, Nicholas and Rowan)

District 10: District Office in Jackson

(Counties of Breathitt, Estill, Lee, Magoffin, Menifee, Morgan, Owsley, Perry, Powell and Wolfe)

District 11: District Office in Manchester

(Counties of Bell, Clay, Harlan, Jackson, Knox, Laurel, Leslie and Whitley)

District 12: District Office in Pikeville

(Counties of Floyd, Johnson, Knott, Lawrence, Letcher, Martin and Pike)

The KYTC, Department of Highways, Administers the State, County, Municipal Road, County Road Bonds and Municipal Road Bonds to include 120 Kentucky Counties Municipal Aid and 421 incorporated cities and 46 unincorporated urban places.

County Road Aid:



Construction, Reconstruction and Maintenance of County Roads (allocated by Revenue Sharing Formula) total: \$122,809,483.43

**Municipal Road Aid:**

Construction, Reconstruction and Maintenance of Urban Roads and Streets (allocated by Revenue Sharing Formula) total: \$51,673,924.71

**County Road Bonds:**

Bridges, Paving and Rehab of EXISTING Roads (allocated by Revenue Sharing Formula) total: \$425,690.41

**Municipal Road Bonds:**

Bridges, Paving and Rehab of EXISTING Roads (allocated by Revenue Sharing Formula) total: \$59,468.58

Under SAFETEA-LU, approximately 40 million federal dollars are utilized annually to administer Federal Transit Administration (FTA) programs. Additional dollars range from \$1 million to \$30 million in Congressional discretionary allocations funding buses and bus related facilities annually. The Federal General Revenues support these programs. State general funds are approximately \$1.7 million for the state match.

KYTC is responsible for overseeing the development and maintenance of a safe, efficient multi-modal transportation system throughout the Commonwealth. The Cabinet manages more than 27, 000 miles of highways, including roughly 20, 500 miles of secondary roads, 3,600 miles of primary roads, and more than 1, 400 interstate and parkway miles. The Cabinet also provides direction for 230 licensed airports and heliports and oversees all motor vehicle and driver's licensure for more than 3 million drivers in the Commonwealth. Moreover, the Cabinet exercises its jurisdiction in the areas of highway safety, public transportation, waterways, railways, aviation, bikeways, and motor vehicle regulation.

There has been one significant divisional reorganization and change during this reporting period. As reported in 2007, the Office for Civil Rights & Small Business Development (OCSBD) previously was reorganized to the Office of Personnel Management. The KYTC OCSBD has since been reorganized again as a separate, independent office and a new Executive Director was recently appointed. The Affirmative Action Compliance Officer and EEO Compliance



Officer/Coordinator are located within OCRSBD and report directly to the Executive Director of OCRSBD.

Road-user revenues in most states are generated under tax laws governing motor fuels and motor vehicle registrations. The combined State Road Fund revenue, State Road Fund Bond programs, and Federal Highway Trust Fund revenues to KYTC during Calendar Year 2011 provided the ability to award 640 construction projects located throughout the 120 counties of the Commonwealth of Kentucky, having a total combined cost of \$1.01 billion. The Kentucky Transportation Cabinet anticipates revenues being available to award more than \$1 billion in transportation construction contracts during Calendar year 2012.





Steven L. Beshear  
Governor

**TRANSPORTATION CABINET**

Frankfort, Kentucky 40622  
[www.transportation.ky.gov/](http://www.transportation.ky.gov/)

Michael W. Hancock, P.E.  
Secretary

**EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY**

OFFICIAL ORDER 107329 - 3

It is the policy of the Kentucky Transportation Cabinet ("Cabinet") to assure equal employment opportunities to all persons. All Cabinet employees and applicants for employment shall be treated impartially and without regard to race, color, religion, national origin, sex, sexual orientation or gender identity, ancestry, age, disability or veteran status in all aspects of employment, including but not limited to recruitment, hiring, compensation, recognition (awards), benefits, merit promotions, demotions, transfers or reassignments, disciplinary actions, lay-offs and other terminations, training and career development within the Cabinet.

The Cabinet policy further prohibits discrimination and harassing behavior on account of race, color, religion, national origin, sex, sexual orientation or gender identity, ancestry, age, disability or veteran status. Such discrimination or harassing behavior will not be tolerated and allegations of discrimination or harassing behavior will be immediately investigated, and where allegations are substantiated, appropriate action will be taken.

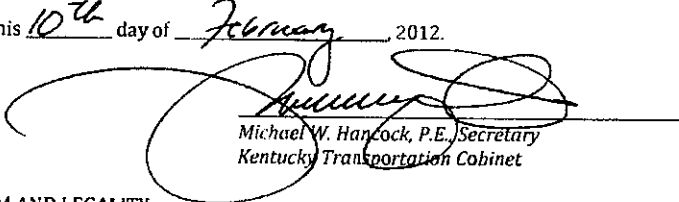
The Cabinet also maintains the same impartial and nondiscriminatory policy in the selection of persons, firms or businesses that do business with the Cabinet.

Cabinet head and management personnel shall be responsible to ensure this policy is announced and enforced throughout this agency. Employees or applicants for employment seeking assistance in these matters may contact the Office of Human Resources Management, Employee Relations Branch at 502-564-4610 and/or the Office for Civil Rights and Small Business Development at 502-564-3601.


This policy shall be prominently posted in all personnel offices, EEO offices, and on the Cabinet's internal website.

Retaliatory action of any kind is prohibited, will not be tolerated and will be regarded as a separate and distinct cause for complaint. The Cabinet supports the rights of all employees to exercise their rights under the civil rights statutes.

Signed and approved this 10<sup>th</sup> day of February, 2012.

  
Michael W. Hancock, P.E., Secretary  
Kentucky Transportation Cabinet

APPROVED AS TO FORM AND LEGALITY

  
Todd Shipp, Esq., Special Assistant  
Office of Legal Services



An Equal Opportunity Employer M/F/D

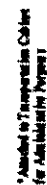




**OFFICE OF THE  
SECRETARY**  
*Michael H. Newby, Secretary*  
*Geoff Griggby, Chief of Staff*

**SECRETARY**  
Michael H. Hark, Secretary  
Fred Gruber, Chief of Staff

**SECRETARY**  
Michael H. Hark, Secretary  
Fred Gruber, Chief of Staff



**Figure 1**





*Office for Civil Rights & Small Business Development*

OFFICE OF  
EXECUTIVE DIRECTOR



05-16-2008



# ASSIGNMENT OF RESPONSIBILITIES

The KYTC Secretary is responsible for the overall administration of the Cabinet's Equal Employment Opportunity (EEO) Program, including the total integration of equal opportunity into all facets of personnel management. The KYTC Secretary has delegated the tasks of development and implementation of EEO/Affirmative Action (EEO/AA) programs to the Office for Civil Rights and Small Business Development (OCSBD).

The Executive Director of OCSBD is the KYTC Secretary's designee responsible for the overall development, communication, auditing, implementation, monitoring and dissemination of the KYTC's policies governing Equal Employment Opportunity and Affirmative Action. The Executive Director represents the Cabinet in matters related to review of the plan and enforcement of affirmative action by assisting and ensuring that managers are responsible and accountable for the success of the program in their areas of responsibility.

The Human Resources Coordinator in OCSBD is the KYTC's full-time Affirmative Action Officer (AAO) and reports to the Executive Director of OCSBD on the KYTC's EEO/AA programs. The AAO is responsible for the daily operation and management of the Affirmative Action Plan, including the design, implementation, and monitoring of the internal reporting system; advising the Executive Director of OCSBD on a continuing basis regarding developments in Affirmative Action and Equal Employment Opportunity law; and investigating and resolving complaints alleging discrimination and/or harassment.

The responsibilities of the AAO include, but are not limited to:

- Developing the written Affirmative Action Plan;
- Publicizing the Affirmative Action Plan internally and externally;
- Assisting managers and supervisors in collecting and analyzing employment data; identifying problem areas; setting goals and timetables; and developing programs with specific remedies to eliminate any discriminatory practices discovered in the employment system;
- Handling and processing formal discrimination complaints;



- Designing, implementing and monitoring internal audit and reporting systems to measure program effectiveness and determine where progress has been made and where further action is needed;
- Serving as a liason between the agency, Federal, State, and local governments, regulatory agencies, minority, handicapped and women's organizations, and other community groups;
- Assuring that current legal information affecting affirmative action is disseminated to responsible officials;
- Monitoring the hiring and promotion practices; and
- Reporting, at least quarterly, to the Secretary of the Transportation Cabinet on the progress and deficiencies of each unit in relation to agency goals.

Management personnel are assigned responsibilities for program implementation. These responsibilities include, but are not limited to:

- Assisting in the identification of problem areas and establishment of local and unit goals and objectives;
- Being actively involved with local minority organizations, women's and handicapped groups, community action organizations and community service programs designed to promote affirmative action;
- Performing periodic audits of training programs, hiring, and promotion patterns to remove impediments to the attainment of goals and objectives;
- Conducting regular discussions with local managers, supervisors and employees to be certain that the Cabinet's policies are being followed;
- Reviewing the qualifications of all employees to ensure that minorities and females are given full opportunities for transfer and promotions;



- Providing counseling, including, but not limited to, career counseling through employee evaluation in consultation with the Office of Human Resource Management, for all employees;
- Participating in the review and/or investigation of complaints alleging discrimination; and
- Conducting periodic audits to ensure that each location is in compliance in areas such as:
  - All facilities which the Cabinet maintains for the use and benefit of its employees are desegregated, both in policy and use.
  - Minority and female employees are afforded a full opportunity and are encouraged to participate in all Cabinet-sponsored educational, training, recreational, and social activities.
  - Understanding that their work performance is being evaluated and that they are held accountable for the equal opportunity and affirmative action efforts and results, as well as other criteria. Supervisors shall take actions to prevent harassment of employees placed through affirmative action efforts.

Attached are the Position Descriptions for both the Affirmative Action Officer and the Equal Employment Opportunity Coordinator.



# **SURVEY OF LABOR MARKET AREA**

## **AGENCY OVERVIEW**

### **WORK FORCE**

As of June 30, 2011, the Kentucky Transportation Cabinet employed 4,733 persons in its permanent work force.

18.59% (880) were women

5.72% (271) were minorities

As of December 31, 2011, the Kentucky Transportation Cabinet employed 18 persons in its interim workforce.

## **PLAN METHODOLOGY**

### **Data Sources:**

2000 Census data was used for the availability analysis. Training and promotional data was obtained from the KYTC personnel records. The database of employees and resultant employee count obtained from the Kentucky Personnel Cabinet that included permanent and interim employees on the roster.



## LABOR FORCE

The information reflected was completed using the on-line access to the 2000 Census of Population and Employment by Ethnic Group and Gender for the Commonwealth of Kentucky. The EEO Special Tabulation was utilized to identify and analyze the Cabinet's workforce population by EEO-4 Job Category.

The EEO-4 job category Paraprofessional was not available; however, FHWA administration approved the use of EEO job category Other Professional Workers.

KYTC found that the number of availability in the Protective Services category will not be beneficial to the Cabinet because it no longer utilizes this specific category.

KYTC found that the number of availability within the following EEO-4 Job Categories: Official/Administrators, Paraprofessional (Other Professional Workers), Skilled Craft and Service/Maintenance information will be most beneficial as the highest volume of KYTC employment population is with those four categories. KYTC's highest percentage of turnover continues to be within the job category of Service/Maintenance. The present classification title of Highway Equipment Operator I, which is in the Service/Maintenance EEO-4 job category, is a challenge to recruit and retain candidates statewide.



Table 1

## 2000 Census of Population and Employment by Ethnic Group and Gender

State of Kentucky	Number	%
Total Population	4,339,367	100%
White	3,809,964	87.80%
Black	338,470	7.80%
Hispanic	134,520	3.10%
American Indian/ Alaska Native	8,678	0.20%
Hawaiian Asian/Pacific Islander	4,339	0.10%
Asian Persons	47,773	1.10%
Two or more races	73,769	1.70%

## Total Labor Force by Occupational Categories\*

EEO-4 Job Category	White Female	Black Female	Hispanic Female	Asian Female	American Indian Female	Total Females	White Male	Black Male	Hispanic Male	Asian Male	American Indian Male	Total Males	Total Labor Force
Officials/ Administrators	63055	3720	390	535	8	67708	106920	2880	915	1225	180	112100	179808
Professionals	152835	8405	1080	1905	305	164530	109540	4810	1275	3755	240	119620	284150
Technicians	25975	2010	200	175	55	28415	15785	715	130	90	35	16755	45170
Protective Service	75285	10125	1315	820	205	8750	189415	15540	3800	750	380	209685	297435
Paraprofessionals	101085	6505	880	770	250	109490	88315	3830	670	835	150	93300	202790
Administrative Support	207215	15905	1590	825	280	225815	61140	5385	810	520	180	68015	293830
Skilled Craft	9945	590	115	140	60	10850	194380	8540	2890	360	495	204445	215295
Service/Maintenance	146250	16610	1815	495	1250	166420	223750	28235	4475	2200	720	259380	425800
Total	781645	63870	7385	5665	2413	860978	989225	67715	14565	9435	2360	1083300	1944278

\* The above labor market data is derived from the 2000, U.S. Census

EEO-4 Job Category	Total Females	Total Minorities	Black	Hispanic	Asian	American Indian
Officials/ Administrators	37.70%	5.40%	6.30%	0.70%	1.00%	0.10%
Professionals	57.90%	5.60%	4.60%	0.80%	2.00%	0.20%
Technicians	62.90%	7.50%	6.00%	0.70%	0.60%	0.20%
Protective Service	29.50%	10.90%	8.60%	1.60%	0.50%	0.20%
Paraprofessionals	54.00%	6.50%	4.90%	0.80%	0.60%	0.20%
Administrative Support	76.80%	8.60%	7.20%	0.80%	0.50%	0.10%
Skilled Craft	5.10%	5.10%	3.30%	1.30%	0.20%	0.30%
Service/Maintenance	64.10%	13.60%	10.80%	1.70%	0.80%	0.30%

\* For the U.S. Census, the eight categories will add to more than the total population. The percentages may add to more than 100% because individuals were allowed to report more than one race. \*Some other races\* - the respondent identified with a race not identified on the census.



## **ANALYSIS OF THE PRESENT WORKFORCE TO IDENTIFY JOBS, DEPARTMENTS AND UNITS WHERE MINORITIES AND FEMALES ARE UNDERUTILIZED**

### **WORKFORCE ANALYSIS:**

The purpose of conducting a "Workforce Analysis" is to determine the composition of an employer's current workforce in terms of affected group members as compared to non affected group members, both in real numbers and in percentages of the workforce.

The Equal Employment Opportunity Commission (EEOC) established job categories for the purpose of analyzing an employer's workforce. These categories are:

- Official/Administrators
- Paraprofessionals
- Professionals
- Administrative Support
- Technician
- Skilled Craft
- Protective Services
- Service & Maintenance

Based on these categories, job groups were established consisting of jobs having similar content, wage rates, and opportunities. KYTC established the following job groups:

- Official/Administrators
- Paraprofessionals
- Professionals
- Office/Clerical
- Technician
- Skilled Craft
- Service & Maintenance

### **AVAILABILITY ANALYSIS:**



FHWA guidelines require use of an Eight Factor (Multi-Factor) Analysis be conducted for each EEOC job category. The purpose of the analysis is to determine the number of affected group members available for employment in each job group within a specific labor area, recruitment area or internal feeder jobs. Availability is defined as the percentage of affected group members in the recruitment area with the skills necessary for entry into a specific job group.



# WORKFORCE ANALYSIS

The Personnel Cabinet provides quarterly reports to the Kentucky Transportation Cabinet (KYTC) that reflects its total workforce population. The report is delivered by classification and specification; therefore, the Cabinet is required to merge numerous classifications (job titles) by the trades listing in the EEO-4 category.

Table 2 Reflects all job titles listed by EEO-4 Category as well as state government classification titles, gender, race and average rate of pay. The report is also categorized by Office, Department, Division and District.

Table 2 also reflects "ungraded" classifications which do not have a pay rate. These positions serve at the Governor and Cabinet Secretary's discretion and are not covered under the merit system.

Per KRS 18A.110 requires the Secretary of Personnel to promulgate administrative regulations which govern the pay plan for all employees in the classified service. This administrative regulation establishes requirements to assure uniformity and equity in administration of the pay plan in accordance with statutory requirements per 101 KAR 2:034.

Per KAR 2:034, Section 3 (8) the engineering classification salaries listed reflect a "Special Entrance Rate" for the following job titles:

Engineer-In-Training I and II  
Transportation Engineer I and II  
Transportation Engineer Supervisor  
Transportation Engineering Branch Manager  
Transportation Engineer Specialist  
Transportation Engineer Director



WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total	M	F			AS/PI	AU/AN	H	Total Males	Total Fem
CABINET SECRETARY	9946	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0			0	0	0	0	0
POLICY ADVISOR	0962	PROFESSIONALS	UNGRADED	1	0	1			0	0	0	0	0
ADMIN. COORDINATOR	0965	PROFESSIONALS	UNGRADED	1	0	1			0	0	0	0	0
EXEC SECRETARY III	9927	OFFICE & CLERICAL	\$ 3,986.04	1	0	1			0	0	0	0	0
Total				4	1	3			0	0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total	M	F			AS/PI	AU/AN	H	Total Males	Total Fem
EXEC STAFF ADVISOR	9818	OFFICIALS & ADMINISTRATORS	\$ 4,567.28	1	0	1			0	0	0	0	0
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0			0	0	0	0	0
STAFF ASST.	9619	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1			0	0	0	0	0
EXEC SECRETARY II	9927	OFFICE & CLERICAL	\$ 3,315.34	1	0	1			0	0	0	0	0
SPECIAL ASST.	0961	PROFESSIONALS	UNGRADED	1	1	0			0	0	0	0	0
INFO OFFICER II	6126	PROFESSIONALS	\$ 4,456.32	1	1	0			0	0	0	0	0
INFO OFFICER III	8128	PROFESSIONALS	\$ 3,626.80	1	0	1			0	0	0	0	0
Total				7	3	4			0	0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total	M	F			AS/PI	AU/AN	H	Total Males	Total Fem
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1			0	0	0	0	1
ADMIN BR MGR	9818	OFFICIALS & ADMINISTRATORS	\$ 4,083.66	1	1	0			0	0	0	0	0
PGM INVEST OFFICER II	6268	PROFESSIONALS	\$ 2,842.82	4	2	2			0	0	0	1	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,683.40	1	0	1			0	0	0	0	1
HUMAN RESOURCE ADMNR	9310	PROFESSIONALS	\$ 4,674.04	1	1	0			0	0	0	1	0
Total				8	4	4			0	0	0	2	2



WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES			
				Total	M	F		B	AS/PI	A/U/N	Total Males
EXEC STAFF ADVISOR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,735.16	1	1	0		0	0	0	0
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0		0	0	0	0
STAFF ASST.	9619	OFFICIALS & ADMINISTRATORS	\$ 5,234.40	1	1	0		0	0	0	0
INT. POLICY ANALYST IV	9430	PROFESSIONAL	\$ 5,073.92	1	0	1		0	0	0	0
SPE. INVESTIGATIVE AGENT III	9896	PROFESSIONAL	\$ 3,404.86	1	1	0		0	0	0	0
SYSTEMS CONSULTANT II	7335	PROFESSIONAL	\$ 5,268.08	1	1	0		0	0	0	0
EXEC SECRETARY II	9927	OFFICE & CLERICAL	\$ 3,815.34	1	0	1		0	0	0	0
Total				7	5	2		0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES			
				Total	M	F		B	AS/PI	A/U/N	Total Males
EXEC STAFF ADVISOR	9618	OFFICIALS & ADMINISTRATORS	\$ 5,739.16	1	1	0		0	0	0	0
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1		0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,391.85	4	2	2		0	0	0	0
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 6,473.16	2	2	0		0	0	0	0
DIV DIRECTOR	9836	OFFICIALS & ADMINISTRATORS	\$ 6,082.88	2	1	1		0	0	0	0
INT POLICY ANALYST I	9428	PROFESSIONALS	\$ 2,678.50	3	1	2		0	0	0	0
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 3,152.20	5	1	4		0	0	0	0
INT POLICY ANALYST III	9429	PROFESSIONALS	\$ 3,490.24	9	3	6		0	0	0	0
INT POLICY ANALYST IV	9430	PROFESSIONALS	\$ 5,047.26	1	0	1		0	0	0	0
ADMIN SPEC I	9611	PROFESSIONALS	\$ 1,828.26	1	0	1		0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,787.70	2	0	2		0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,799.15	6	1	5		0	0	0	0
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 3,942.68	1	1	0		0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,866.20	2	0	2		0	0	0	0
DEP. EXEC DIR	9943	PROFESSIONALS	UNGRADED	1	0	1		0	0	0	0
ADMIN SECRETARY	9038	OFFICE & CLERICAL	\$ 2,790.60	1	0	1		0	0	0	0
Total				42	12	30		0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES			
				Total	M	F		B	AS/PI	A/U/N	Total Males
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1		0	0	0	0
EXEC. STAFF ADVISOR	9618	OFFICIALS & ADMINISTRATORS	\$ 5,392.92	1	0	1		0	0	0	0
GEN. COUNSEL II	9944	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0		0	0	0	0
SPECIAL ASST.	0981	PROFESSIONALS	UNGRADED	1	1	0		0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,079.94	1	0	1		0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,175.28	15	1	14		1	0	0	1
DEP. EXEC DIR	9943	PROFESSIONALS	UNGRADED	1	1	0		0	0	0	0
STAFF ATTY I	9822	PROFESSIONALS	\$ 3,392.40	1	1	0		0	0	0	0
STAFF ATTY II	9823	PROFESSIONALS	\$ 5,194.19	8	5	3		0	0	0	0
STAFF ATTY III	9825	PROFESSIONALS	\$ 5,193.13	6	3	3		0	0	0	0
STAFF ATTY MGR/ASST GC	9827	PROFESSIONALS	\$ 6,309.82	6	2	4		0	0	0	0
ADMIN COORD	965	PROFESSIONALS	UNGRADED	1	0	1		0	0	0	0
PROGRAM COORD	9615	PROFESSIONALS	\$ 3,455.80	1	0	1		0	0	0	0
PARALEGAL CONSULTANT	9858	OFFICE & CLERICAL	\$ 3,163.70	1	1	0		0	0	0	0
EXEC. SECRETARY I	9826	OFFICE & CLERICAL	UNGRADED	1	0	1		0	0	0	0
Total				49	18	30		2	0	0	2



WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Base	All Employees				MALES			
				Total	M	F		AS/P	A/VAN	H	Total Males
ADMIN. COORDINATOR	0965	PROFESSIONALS	UNGRADED	1	1	0		0	0	0	0
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0		0	0	0	0
Total				2	2	0		0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Base	All Employees				MALES			
				Total	M	F		AS/P	A/VAN	H	Total Males
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,884.68	1	0	1		0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,541.84	3	2	1		0	0	0	0
OFC. SUPPORT ASST. II	9003	ADMINISTRATIVE SUPPORT	\$ 2,601.52	1	0	1		0	0	0	0
CONST SUPERINT II	1169	PROFESSIONALS	\$ 3,357.84	3	3	0		0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 22.97	1	1	0		0	0	0	0
EVENT COORD II	8117	PROFESSIONALS	\$ 3,072.38	1	0	1		0	0	0	0
INT POLICY ANALYST III	9428	PROFESSIONALS	\$ 4,124.13	1	0	1		0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 16.89	3	1	2		0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,226.49	2	1	1		0	0	0	0
MAINT WORKER I	1022	SERVICE WORKERS	\$ 844.88	1	1	0		0	0	0	0
MAINT WORKER II	1024	SERVICE WORKERS	\$ 1,822.98	2	2	0		0	0	0	0
STORES WORKER III	9205	SERVICE WORKERS	\$ 2,528.92	1	1	0		0	0	0	0
PROP OFFICER II	9214	TECHNICIANS	\$ 2,261.58	1	1	0		0	0	0	0
PAINTER	1018	SKILLED CRAFT	\$ 2,323.18	1	1	0		0	0	0	0
PAINTER SUPVR	1018	SKILLED CRAFT	\$ 2,588.56	1	1	0		0	0	0	0
CARPENT FINISH	1112	SKILLED CRAFT	\$ 3,095.77	4	4	0		0	0	0	0
CARPENT SUPERV	1113	SKILLED CRAFT	\$ 2,873.70	1	1	0		0	0	0	0
MECH MANT & OPER TECH III	1138	SKILLED CRAFT	\$ 2,875.49	5	5	0		0	0	0	0
MECH MANT & OPER MGR	1142	SKILLED CRAFT	\$ 4,008.27	3	3	0		0	0	0	0
PLUMBER LICENSED	1143	SKILLED CRAFT	\$ 3,018.08	3	3	0		0	0	0	0
PROPERTY OFFICER SUPERV	9217	SKILLED CRAFT	\$ 3,500.82	1	1	0		0	0	0	0
ELEC LICEN COORD	1149	SKILLED CRAFT	\$ 2,803.95	3	3	0		0	0	0	0
PROJECT DESIGN COORD I	7065	SKILLED CRAFT	\$ 3,732.44	1	1	0		0	0	0	0
Total				41	38	3		0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Base	All Employees				MALES			
				Total	M	F		AS/P	A/VAN	H	Total Males
PRINT OPER. ADMIN.	1610	OFFICIALS & ADMINISTRATORS	\$ 3,715.94	1	1	0		0	0	0	0
GRAPHIC DES COORD	8183	PROFESSIONALS	\$ 3,699.31	3	1	2		0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,831.70	4	2	2		0	0	0	0
TRANS ENGRNG TECH II	7097	PROFESSIONALS	\$ 3,579.36	1	1	0		0	0	0	0
TRANS ENGRNG TECH III	7098	PROFESSIONALS	\$ 4,848.02	1	1	0		0	0	0	0
ILLUSTRATOR	1629	TECHNICIANS	\$ 3,419.80	1	1	0		0	0	0	0
PRINT EQUIP OPER III	1603	SKILLED CRAFT	\$ 1,890.86	1	1	0		0	0	0	0
RESOURCE MGT ANALYST III	7922	SKILLED CRAFT	\$ 4,086.00	1	1	0		0	0	0	0
ADMIN BRANCH MANAGER	9618	OFFICIALS & ADMINISTRATORS	\$ 3,887.12	2	2	0		0	0	0	0
DIVISION DIRECTOR	9936	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1		0	0	0	0
Total				16	11	5		0	0	0	0



## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES							FEMALES						
				Total	M	F	B	AS/PI	AVAN	H	Total Male	F	AS/PT	AVAN	M	Total Female				
COMMISSIONER	0107	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0	0				
EXEC STAFF ADVISOR	9616	OFFICIALS & ADMINISTRATORS	\$ 4,983.04	1	0	1	0	0	0	0	0	0	0	0	0	0				
DEPUTY COMMISSIONER	9945	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0	0				
PROGRAM COORD	9615	PROFESSIONALS	\$ 3,908.94	2	1	1	0	0	0	0	0	0	0	0	0	0				
HELICOPTER PILOT II	2153	TECHNICIANS	\$ 5,548.00	1	1	0	0	0	0	0	0	0	0	0	0	0				
Total				6	4	2	0	0	0	0	0	0	0	0	0	0				
				WORKFORCE ANALYSIS																

Job Title		Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES									
					Total	U	F		B	AS/PI	A/JAN	H	Total Males						
	ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 3,532.24	1	1	0		0	0	0	0	0	0	0	0	0	0	0
	ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0		0	0	0	0	0	0	0	0	0	0	0
	INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 3,012.94	1	1	0		0	0	0	0	0	0	0	0	0	0	0
	ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,235.48	1	0	1		0	0	0	0	0	0	0	0	0	0	0
	PROGRAM COORD	9615	PROFESSIONALS	\$ 3,169.54	1	1	0		0	0	0	0	0	0	0	0	0	0	0
	AIRPORT FLTLINE ATT II	1083	SERVICE WORKERS	\$ 2,474.85	4	4	0		0	0	0	0	0	0	0	0	0	0	0
	AIRPORT OPER SUPVR	1085	TECHNICIANS	\$ 3,754.40	1	1	0		1	0	0	0	1	0	0	0	0	0	0
	AVIATION MECH INSP I	1733	TECHNICIANS	\$ 3,346.95	3	3	0		0	0	0	0	0	0	0	0	0	0	0
	HELICOPTER PILOT II	2153	TECHNICIANS	\$ 2,307.38	2	2	0		0	0	0	0	0	0	0	0	0	0	0
	PILOT I	2151	TECHNICIANS	\$ 5,337.70	1	1	0		0	0	0	0	0	0	0	0	0	0	0
	Total				15	15	1		1	0	0	0	1	0	0	0	0	0	0
					WORKFORCE ANALYSIS														

Job Title	Job Group	EEO 4 Category	Pay Rate/ Salary Range	All Employees			MALES					FEMALES					
				Total	M	F	B	AS/PI	A/VAN	H	Total Males	F	AS/PI	A/VAN	M	Total Fem	
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 3,731.58	1	1	0	0	0	0	0	0	0	0	0	0	0	0
T. E. BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 5,448.56	1	1	0	0	0	0	0	0	0	0	0	0	0	0
T. E. ASST I	7078	PARAPROFESSIONALS	\$ 1,776.10	1	1	0	0	0	0	0	0	0	0	0	0	0	0
T. E. TECH I	7096	PROFESSIONALS	\$ 2,702.08	1	1	0	0	0	0	0	0	0	0	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 4,851.52	1	1	0	0	0	0	0	0	0	0	0	0	0	0
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 4,502.80	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9813	PROFESSIONALS	\$ 4,801.70	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Total				6	5	2	0	0	0	0	0	2	0	0	0	0	0



WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES				FEMALES			
				Total	M	F		B	AS/PI	AV/AN	H	Total	F	AS/PI	AV/AN
EXECUTIVE SECRETARY	9927	OFFICE & CLERICAL	\$ 4,104.04	1	0	1		0	0	0	0	0	0	0	0
DEP. EXEC DIR	9943	PROFESSIONALS	\$ 7,110.06	1	0	1		0	0	0	0	0	0	0	0
Total				2	0	2		0	0	0	0	2	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES				FEMALES			
				Total	M	F		B	AS/PI	AV/AN	H	Total	F	AS/PI	AV/AN
HUMAN RESOURCE BR MGR	9323	OFFICIALS & ADMINISTRATORS	\$ 4,294.61	2	1	1		0	0	0	0	0	0	0	0
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,708.64	1	0	1		0	0	0	0	0	0	0	0
HUMAN RESOURCE ADMINR	9310	PROFESSIONALS	\$ 4,329.67	5	0	5		0	0	0	0	0	0	0	0
HUMAN RESOURCE SPEC III	9317	PROFESSIONALS	\$ 2,885.88	3	0	3		0	0	0	0	0	0	0	0
Total				11	1	10		0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES				FEMALES			
				Total	M	F		B	AS/PI	AV/AN	H	Total	F	AS/PI	AV/AN
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 6,265.96	1	1	0		0	0	0	0	0	0	0	0
HUMAN RESOURCE BR MGR	9323	OFFICIALS & ADMINISTRATORS	\$ 5,462.34	1	0	1		0	0	0	0	0	0	0	0
HUMAN RESOURCE ADMINR	9310	PROFESSIONALS	\$ 5,341.62	2	1	1		0	0	0	0	0	0	0	0
SAFETY ADMIN	3205	PROFESSIONALS	\$ 3,882.48	3	3	0		0	0	0	0	0	0	0	0
HUMAN RESOURCE SPEC III	9317	PROFESSIONALS	\$ 3,571.20	1	1	0		0	0	0	0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,827.72	2	2	0		0	0	0	0	0	0	0	0
Total				10	8	2		0	0	0	0	0	0	0	0



WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES						Total Males	Females			
				Total	M	F	B	AS/PI	A/U/N	H	Total	M		F	Total		
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,708.64	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 3,755.62	2	1	1	0	0	0	0	0	0	0	0	0	0	0
RES. MGMT ANALYST III	7322	OFFICIALS & ADMINISTRATORS	\$ 3,295.80	1	1	0	0	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCE ADMNR	9310	PROFESSIONALS	\$ 4,329.67	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 4,484.86	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CABINET ED & TRAINING COORD	9315	PROFESSIONALS	\$ 3,919.08	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 3,059.92	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,997.28	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TRAINING DEV SPEC II	9312	PROFESSIONALS	\$ 2,673.24	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Total				6	5	6	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES							
				Total	M	F	B	AS/PI	A/U/N	H	Total Males	E	AS/PI	A/U/N	M	Total Fem
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0	0
INFO SYS. MANAGER	7341	OFFICIALS & ADMINISTRATORS	\$ 5,874.73	5	4	1	0	0	0	0	0	0	0	0	0	0
RES. MGMT ANALYST II	7321	OFFICIALS & ADMINISTRATORS	\$ 2,998.26	1	0	1	0	0	0	0	0	0	0	0	0	0
RES. MGMT ANALYST III	7322	OFFICIALS & ADMINISTRATORS	\$ 4,100.25	3	2	1	0	0	0	0	0	0	0	0	0	0
SYS CONSULT IT	7335	PROFESSIONALS	\$ 5,148.38	21	17	4	2	0	0	0	2	0	0	0	0	0
SYS ANALYS II	7365	PROFESSIONALS	\$ 3,098.86	2	2	0	0	0	0	0	1	0	0	0	0	0
SYS ANALYS III	7367	PROFESSIONALS	\$ 3,881.84	4	3	1	0	0	0	0	0	0	0	0	0	0
NETWORK ENGINEER IT	7390	PROFESSIONALS	\$ 5,161.80	2	1	1	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 4,561.52	1	0	1	0	0	0	0	0	0	0	0	0	0
GEOPROC SPEC III	9782	PROFESSIONALS	\$ 3,308.16	2	2	0	0	0	0	0	0	0	0	0	0	0
SYSTEMS ENGINEER IT	7337	PROFESSIONALS	\$ 4,145.46	1	1	0	0	0	0	0	0	0	0	0	0	0
DATABASE ANALYST	7331	TECHNICIANS	\$ 4,708.78	2	1	1	0	0	0	0	0	0	0	0	0	0
PROG/ANALYST III	7363	TECHNICIANS	\$ 3,126.84	0	0	0	0	0	0	0	0	0	0	0	0	0
Total				45	34	11	2	1	0	0	3	0	1	0	1	0

WORKFORCE ANALYSIS

Job Title	Job Category	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					
				Total	M	F	B	AS/PI	A/U/N	H	Total Males	
DIV DIRECTOR	9936	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,491.70	4	3	1	0	0	0	0	0	0
EXEC. ASST.	0963	PROFESSIONALS	UNGRADED	1	1	0	0	0	0	0	0	0
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 3,659.74	4	3	1	0	0	0	0	0	0
GEOPROC SPEC III	9782	PROFESSIONALS	\$ 3,519.12	1	1	0	0	0	0	0	0	0
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 3,449.19	3	3	0	0	0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,424.15	10	9	1	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,608.71	4	0	4	0	0	0	0	0	0
TRANS OPER CTR SPEC I	2415	TECHNICIANS	\$ 2,740.48	4	2	2	0	0	0	0	0	0
TRANS OPER CTR SPEC II	2416	TECHNICIANS	\$ 3,178.08	8	5	3	0	0	0	0	0	1
HWY SAFETY PATROL OP	1044	SERVICE WORKERS	\$ 2,407.25	24	23	1	1	0	0	0	1	0
Total				54	51	3	1	0	0	0	1	1



## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES						
				Total	M	F	B	AS/PI	AV/AN	H	Total Males		
COMMISSIONER	0107	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	
EXEC STAFF ADVISOR	9616	OFFICIALS & ADMINISTRATORS	\$ 4,974.52	1	0	1	0	0	0	0	0	0	
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 5,888.44	1	1	0	0	0	0	0	0	0	
SPECIAL ASSISTANT	0961	PROFESSIONALS	UNGRADED	4	3	1	0	0	0	0	0	0	
HISTORIC PRESV COORD	8013	PROFESSIONALS	\$ 3,756.46	1	1	0	1	0	0	0	1	0	
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 4,084.24	1	1	0	0	0	0	0	0	0	
INTPOLICY ANALYST III	9429	PROFESSIONALS	\$ 28.33	1	1	0	0	0	0	0	0	0	
T. E. TECH II	7097	PROFESSIONALS	\$ 3,300.78	2	1	1	0	0	0	0	0	0	
EXEC SECRETARY II	9927	OFFICE & CLERICAL	UNGRADED	1	0	1	0	0	0	0	0	0	
Total				10	10	4	3	0	0	0	3	2	

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					FEMALES				
				Total	M	F	B	AS/PI	AVAN	H	Total Males	B	AS/PI	Color	M	Total Fem
EXECUTIVE DIRECTOR	9139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1	0	0	0	0	0	0	0	0		
ASST. DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,254.58	1	1	0	0	0	0	0	0	0	0	0		
DIV DIRECTOR	9936	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0		
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,371.38	1	0	1	0	0	0	0	0	0	0	1		
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,837.48	2	0	2	0	0	0	0	0	0	0	0		
AUDITOR I	9155	PROFESSIONALS	\$ 2,508.36	5	4	1	0	0	0	0	0	0	0	0		
AUDITOR II	9157	PROFESSIONALS	\$ 3,165.57	4	1	3	0	0	0	0	0	0	0	1		
AUDITOR III	9159	PROFESSIONALS	\$ 3,397.66	11	4	7	0	0	0	0	0	0	0	1		
AUDITOR IV	9160	PROFESSIONALS	\$ 4,254.95	10	6	4	1	0	0	1	1	0	0	1		
AUDITOR MGR	9162	PROFESSIONALS	\$ 5,743.82	6	4	2	0	0	0	0	0	0	0	0		
ASST AUDIT SUPV	9173	PROFESSIONALS	\$ 4,481.73	3	2	1	0	0	0	0	0	0	0	0		
Total				57	23	34	1	0	0	0	1		23	34		

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES						
				Total	M	F	B	AS/PI	A/AN	H	Total Males		
COMMISSIONER		OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0
ASST. ST. HWY. ENG.	7089	OFFICIALS & ADMINISTRATORS	\$ 7,489.30	3	3	0	0	0	0	0	0	0	0
EXEC. STAFF ADVISOR	9616	OFFICIALS & ADMINISTRATORS	\$ 25.64	1	0	1	0	0	0	0	0	0	0
STAFF ASST	9619	OFFICIALS & ADMINISTRATORS	\$ 5,234.40	1	0	1	0	0	0	0	0	0	0
EXEC. ADVISOR	0964	PROFESSIONALS	UNGRADED	1	1	0	0	0	0	0	0	0	0
ADMIN. COORDINATOR	0965	PROFESSIONALS	UNGRADED	1	0	1	0	0	0	0	0	0	0
I. E. SPECIALIST	7083	PROFESSIONALS	\$ 5,564.44	1	1	0	0	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,106.40	1	0	1	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 19.78	1	0	1	0	0	0	0	0	0	0
Total				6	6	5	0	0	0	0	0	0	0



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total	U	F	B	AS/PI	A/VAN	H	Total Males	U	F
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 4,486.40	6	5	1	0	0	0	0	0	0	0
T.E. BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,366.01	4	4	0	0	0	0	0	0	0	0
RDS. ENVIR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 4,033.48	1	1	0	0	0	0	0	0	0	0
T.E. II	7095	PROFESSIONALS	\$ 4,784.10	2	2	0	0	0	0	1	1	0	0
T.E. TECH I	7096	PROFESSIONALS	\$ 2,787.10	6	5	1	0	0	0	0	0	0	0
T.E. TECH II	7097	PROFESSIONALS	\$ 2,992.62	14	12	2	1	0	0	0	1	0	0
T.E. TECH III	7098	PROFESSIONALS	\$ 4,365.43	16	16	0	1	0	0	0	1	0	0
T.E. TECH SUPV	7093	PROFESSIONALS	\$ 3,793.60	2	2	0	1	0	0	0	1	0	0
GRADUATE ENG ASST	7099	PROFESSIONALS	\$ 2,925.22	1	0	1	0	0	0	0	0	0	0
INFO OFFICER III	8129	PROFESSIONALS	\$ 3,888.90	1	1	0	0	0	0	0	0	0	0
RW AGENT I	8327	PROFESSIONALS	\$ 2,804.97	2	2	0	0	0	0	0	0	0	0
RW AGENT SUPRV	8331	PROFESSIONALS	\$ 4,632.22	1	1	0	0	0	0	0	0	0	0
RW UNIT LEADER	8332	PROFESSIONALS	\$ 4,263.84	1	1	0	0	0	0	0	0	0	0
ACCOUNTANT I	9107	PROFESSIONALS	\$ 1,638.16	1	0	1	0	0	0	0	0	0	0
ACCOUNTANT II	9108	PROFESSIONALS	\$ 1,828.14	1	0	1	0	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,685.85	7	2	5	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,041.14	5	1	4	0	0	0	0	0	0	0
ADMIN COORD	0955	PROFESSIONALS	UNGRADED	1	1	0	0	0	0	0	0	0	0
TRANS BRIDGE INSPECT II	7022	PROFESSIONALS	\$ 5,561.34	1	1	0	1	0	0	0	1	0	0
HWY TRAFFIC SUPER	1166	PROFESSIONALS	\$ 4,304.21	1	1	0	0	0	0	0	0	0	0
ENVIR SCIENTIST II	3080	PROFESSIONALS	\$ 4,702.90	1	1	0	0	0	0	0	0	0	0
FISCAL OFFICER	9121	TECHNICIANS	\$ 4,515.10	1	0	1	0	0	0	0	0	0	0
HWY TRAFFIC TECH I	1161	TECHNICIANS	\$ 2,120.99	2	2	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH III	1165	TECHNICIANS	\$ 2,455.61	1	1	0	0	0	0	0	0	0	0
HWY DIST EQUIP SUPV	1718	TECHNICIANS	\$ 3,522.65	1	1	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH I	1760	TECHNICIANS	\$ 2,507.90	3	3	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH II	1761	TECHNICIANS	\$ 3,385.20	2	2	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH III	1762	TECHNICIANS	\$ 3,404.86	2	2	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,304.00	5	4	1	0	0	0	0	0	0	0
ADMIN SPEC I	9611	TECHNICIANS	\$ 2,464.97	1	1	0	0	0	0	0	0	0	0
SAFETY COORD	3203	TECHNICIANS	\$ 3,732.44	1	0	1	0	0	0	0	0	0	0
T.E. ASST. I	7076	PARA-PROFESSIONALS	\$ 1,788.38	3	3	0	0	0	0	0	0	0	0
T.E. ASST. II	7077	PARA-PROFESSIONALS	\$ 3,960.20	3	2	1	0	0	0	0	0	0	0
OFFICE SUPPORT ASST II	9003	OFFICE & CLERICAL	\$ 2,130.06	2	0	2	0	0	0	0	0	0	0
DIST FACILITIES TECH	1034	SKILLED CRAFT	\$ 3,289.17	1	1	0	0	0	0	0	0	0	0
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,654.25	24	24	0	1	0	0	0	1	0	0
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,425.80	74	69	5	4	0	0	0	4	1	0
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 1,989.93	39	38	1	3	0	0	0	3	0	0
MAINT. SUPER. I	1028	SKILLED CRAFT	\$ 3,375.66	2	2	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT I	1083	SKILLED CRAFT	\$ 2,718.73	12	12	0	2	0	0	0	2	0	0
HWY SUPERINTENDENT II	1087	SKILLED CRAFT	\$ 4,856.10	11	11	0	0	0	0	0	0	0	0
MAINT WORKER II	1024	SERVICE WORKERS	\$ 3,454.88	4	2	2	0	0	0	0	0	1	0
HWY LABORER	1036	SERVICE WORKERS	\$ 1,872.34	2	2	0	0	0	0	0	0	0	0
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,812.98	38	36	2	1	0	0	0	1	0	0
STORIES WORKER I	9201	SERVICE WORKERS	\$ 2,203.76	1	0	1	0	0	0	0	0	0	0
Total				315	276	39	14	0	0	1	15	0	0



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees					MALES					Total Males	Total Females	Total
				Total	M	F	B	AS/PI	A/AN	H	Total Males	Total Females				
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0	
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 4,705.86	3	3	0	0	0	0	0	0	0	0	0	0	
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,585.75	3	3	0	0	0	0	0	0	0	0	0	0	
RDS. ENVIR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 3,844.26	1	0	1	0	0	0	0	0	0	0	0	0	
T. E. I	7094	PROFESSIONALS	\$ 3,715.90	3	3	0	0	0	0	0	0	0	0	0	0	
T. E. TECH I	7086	PROFESSIONALS	\$ 2,873.62	7	4	3	0	0	0	0	0	0	0	0	0	
T. E. TECH II	7097	PROFESSIONALS	\$ 3,761.46	0	12	1	1	0	0	0	0	1	0	0	1	
T. E. TECH III	7088	PROFESSIONALS	\$ 4,035.02	11	10	1	0	0	0	0	0	0	0	0	0	
T. E. TECH SUPV	7093	PROFESSIONALS	\$ 4,416.48	3	3	0	0	0	0	0	0	0	0	0	0	
TRANS BRIDGE INSPECT II	7022	PROFESSIONALS	\$ 3,908.36	2	2	0	1	0	0	0	0	1	0	0	0	
TRANS MEDHVT TR SUPVR	1770	PROFESSIONALS	\$ 3,289.69	1	1	0	0	0	0	0	0	0	0	0	0	
RW AGENT II	8327	PROFESSIONALS	\$ 3,133.62	2	2	0	0	0	0	0	0	0	0	0	0	
RW AGENT SUPVR	8331	PROFESSIONALS	\$ 4,689.62	1	0	1	0	0	0	0	0	0	0	0	0	
RW UNIT LEADER	8332	PROFESSIONALS	\$ 4,402.60	1	0	1	0	0	0	0	0	0	0	0	0	
ACCOUNTANT I	9107	PROFESSIONALS	\$ 1,866.30	1	0	1	0	0	0	0	0	0	0	0	0	
ACCOUNTANT III	9109	PROFESSIONALS	\$ 2,790.60	1	0	1	0	0	0	0	0	0	0	0	0	
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,303.54	4	0	4	0	0	0	0	0	0	0	0	0	
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,069.21	4	0	4	0	0	0	0	0	0	0	0	0	
ADMIN COORD	0965	PROFESSIONALS	UNGRADED	1	0	1	0	0	0	0	0	0	0	0	1	
HWY TRAFF TECH II	1163	TECHNICIANS	\$ 2,367.21	1	1	0	0	0	0	0	0	0	0	0	0	
HWY TRAFF TECH III	1165	TECHNICIANS	\$ 2,715.96	1	1	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH I	1760	TECHNICIANS	\$ 2,280.28	4	4	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH II	1781	TECHNICIANS	\$ 2,246.92	1	1	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH III	1782	TECHNICIANS	\$ 2,632.50	2	2	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH IV	1783	TECHNICIANS	\$ 3,074.58	3	3	0	0	0	0	0	0	0	0	0	0	
ENG IN TRAINING I	7025	TECHNICIANS	\$ 3,034.13	4	4	0	1	0	0	0	0	1	0	0	0	
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,503.90	3	2	1	0	0	0	0	0	0	0	0	0	
SAFETY COORD	3203	TECHNICIANS	\$ 3,732.44	1	0	1	0	0	0	0	0	0	0	0	0	
ADMIN SPEC I	9611	TECHNICIANS	\$ 1,915.10	7	1	6	0	0	0	0	0	0	0	0	0	
T. E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,226.95	6	4	2	0	0	0	0	0	2	0	0	2	
OFFICE SUPP. ASST. II	9003	OFFICE & CLERICAL	\$ 2,204.86	1	0	1	0	0	0	0	0	0	0	0	0	
DIST FACIL. TECH	1034	SKILLED CRAFT	\$ 3,289.17	1	1	0	0	0	0	0	0	0	0	0	0	
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,365.68	107	102	5	11	0	0	0	0	11	0	0	0	
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 1,960.17	30	26	4	0	0	0	0	0	0	0	0	0	
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,682.50	21	21	0	1	0	0	0	0	1	0	0	0	
HWY SUPERINTENDENT I	1063	SKILLED CRAFT	\$ 4,201.51	15	14	1	1	0	0	0	0	1	0	0	0	
HWY SUPERINTENDENT II	1067	SKILLED CRAFT	\$ 4,324.49	10	10	0	0	0	0	0	0	0	0	0	0	
MAINT WORKER II	1024	SERVICE WORKERS	\$ 2,114.32	1	1	0	0	0	0	0	0	0	0	0	0	
HWY LABORER	1036	SERVICE WORKERS	\$ 2,026.61	2	0	2	0	0	0	0	0	0	0	0	0	
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,880.79	51	49	2	0	0	0	0	0	1	0	0	0	
Total				622	291	331	16	0	1	0	17	0	0	0	0	



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					Total Males
				Total	F	M	B	AS/PI	AV/AN	OTHER		
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 5,939.76	3	3	0	0	0	0	0	0	0
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 5,936.24	4	4	0	0	0	0	0	0	0
RDS. ENVIR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 3,812.78	1	1	0	0	0	0	0	0	0
ENVIR SCIENTIST II	3080	PROFESSIONALS	\$ 4,427.44	1	0	1	0	0	0	0	0	0
T. E. I	7094	PROFESSIONALS	\$ 4,040.48	5	4	1	0	0	0	0	0	0
T. E. II	7095	PROFESSIONALS	\$ 2,968.99	2	2	0	0	0	0	0	0	0
T.E. TECH SUPV	7093	PROFESSIONALS	\$ 4,944.14	5	5	0	0	0	0	0	0	0
T.E. TECH I	7096	PROFESSIONALS	\$ 2,987.52	3	2	1	0	0	0	0	0	0
T. E. TECH II	7097	PROFESSIONALS	\$ 3,223.37	12	12	0	1	0	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 4,038.55	24	24	0	1	0	0	0	0	0
GRAD ENG ASST	7099	PROFESSIONALS	\$ 2,799.28	2	1	1	0	0	0	0	0	0
INFO OFFICER III	8128	PROFESSIONALS	\$ 4,170.78	1	0	1	0	0	0	0	0	0
TRANS MED/HVY TR SUPVR	1770	PROFESSIONALS	\$ 3,378.09	1	1	0	0	0	0	0	0	0
R/W AGENT II	8327	PROFESSIONALS	\$ 2,944.34	4	1	3	0	0	0	0	0	0
R/W AGENT SUPRV	8331	PROFESSIONALS	\$ 5,312.82	1	1	0	0	0	0	0	0	1
R/W UNIT LEADER	9332	PROFESSIONALS	\$ 3,616.80	2	1	1	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,334.57	5	0	5	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,954.32	8	1	7	0	0	0	0	0	0
ADMIN COORD	0965	PROFESSIONALS	UNGRADED	1	0	1	0	0	0	0	0	0
ADMIN SPEC I	9611	TECHNICIANS	\$ 2,265.41	5	0	5	0	0	0	0	0	0
HWY TRAFFIC TECH II	1163	TECHNICIANS	\$ 2,309.14	1	1	0	0	0	0	0	0	2
TRANS AUTO/TRUCK TECH I	1760	TECHNICIANS	\$ 2,442.87	1	1	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH III	1762	TECHNICIANS	\$ 2,440.36	3	3	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH V	1764	TECHNICIANS	\$ 3,403.05	1	1	0	0	0	0	0	0	0
ENG IN TRAINING I	7025	TECHNICIANS	\$ 2,897.00	2	2	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,480.76	16	14	2	0	0	0	0	1	0
FISCAL OFFICER	9121	TECHNICIANS	\$ 2,831.76	1	0	1	0	0	0	0	0	0
SAFETY COORD	3203	TECHNICIANS	\$ 3,224.28	1	1	0	0	0	0	0	0	0
T. E. ASST. I	7076	PARA-PROFESSIONALS	\$ 2,094.72	2	1	1	0	0	0	0	0	0
T. E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,611.67	4	3	1	0	0	0	0	0	0
OFC. SUPPORT ASST. I	9002	OFFICE & CLERICAL	\$ 2,082.20	1	0	1	0	0	0	0	0	0
OFC. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 2,158.00	1	0	1	0	0	0	0	0	0
DIST FACIL. TECH	1034	SKILLED CRAFT	\$ 3,066.54	1	1	0	0	0	0	0	0	0
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,381.83	121	58	63	5	0	0	0	0	0
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 1,950.17	24	24	0	0	0	0	0	0	0
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,868.84	22	22	0	0	0	0	0	0	0
HWY SUPERINTENDENT I	1063	SKILLED CRAFT	\$ 4,096.04	11	11	0	1	0	0	0	0	0
HWY SUPERINTENDENT II	1067	SKILLED CRAFT	\$ 3,299.74	7	7	0	0	0	0	0	0	0
WELDER II	1106	SKILLED CRAFT	\$ 2,716.13	1	1	0	0	0	0	0	0	0
MAINT WORKER II	1024	SERVICE WORKERS	\$ 2,559.44	3	1	2	0	0	0	0	0	0
HWY LABORER	1036	SERVICE WORKERS	\$ 2,026.61	5	2	3	0	0	0	0	0	0
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,804.12	28	27	1	1	0	0	0	0	0
FERRY/BOAT DECKHAND	1089	SERVICE WORKERS	\$ 1,569.67	5	5	0	0	0	0	0	0	0
FERRY/BOAT OPERATOR	1185	SERVICE WORKERS	\$ 2,527.40	6	6	0	0	0	0	0	0	0
Total				255	256	103	9	0	0	0	2	11



Job Title		Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					Total Males	Females			Total Females
					Total	U	F	AS/PI	B	H	AVAN						
EXECUTIVE DIRECTOR		0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1	0	0	0	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.		7084	OFFICIALS & ADMINISTRATORS	\$ 4,782.64	7	6	1	0	0	0	0	0	0	0	0	0	0
T.E. BRANCH MGR		7085	OFFICIALS & ADMINISTRATORS	\$ 5,757.09	4	4	0	0	0	0	0	0	0	0	0	0	0
RDS. ENVIR. DIST ADMIN		7119	OFFICIALS & ADMINISTRATORS	\$ 4,765.38	1	1	0	0	0	0	0	0	0	0	0	0	0
ENVIR SCIENTIST II		3080	PROFESSIONALS	\$ 3,610.68	1	1	0	0	0	0	0	0	0	0	0	0	0
HWY TRAF TECH SUPERINT.		1166	PROFESSIONALS	\$ 3,156.92	1	1	0	0	0	0	0	0	0	0	0	0	0
TRANS MED/HVY TR SUPVR		1770	PROFESSIONALS	\$ 3,686.70	1	1	0	0	0	0	0	0	0	0	0	0	0
T.E. II		7095	PROFESSIONALS	\$ 4,197.90	2	2	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH SUPV		7083	PROFESSIONALS	\$ 4,845.46	2	2	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH I		7096	PROFESSIONALS	\$ 3,010.72	6	6	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH II		7097	PROFESSIONALS	\$ 3,059.66	11	10	1	0	0	0	0	0	0	1	0	0	1
T.E. TECH III		7098	PROFESSIONALS	\$ 4,198.88	10	10	0	0	0	0	0	0	0	0	0	0	0
GRAD ENG ASST		7099	PROFESSIONALS	\$ 2,731.00	1	0	1	0	0	0	0	0	1	0	0	0	0
INFO OFFICER II		8126	PROFESSIONALS	\$ 2,433.16	1	1	0	0	0	0	0	0	0	0	0	0	0
RW AGENT II		8327	PROFESSIONALS	\$ 2,951.89	2	1	1	0	0	0	0	0	0	0	0	0	0
RW AGENT SUPRV		8331	PROFESSIONALS	\$ 4,788.14	1	1	0	0	0	0	0	0	0	0	0	0	0
RW UNIT LEADER		8332	PROFESSIONALS	\$ 3,605.07	2	2	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT II		9108	PROFESSIONALS	\$ 2,066.32	1	0	1	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT III		9109	PROFESSIONALS	\$ 2,461.48	1	0	1	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC II		9612	PROFESSIONALS	\$ 2,647.41	12	1	11	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III		9613	PROFESSIONALS	\$ 3,232.82	6	1	5	0	0	0	0	0	1	0	0	0	0
ADMIN COORD		0965	PROFESSIONALS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC I		8611	TECHNICIANS	\$ 1,915.10	1	0	1	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH II		1163	TECHNICIANS	\$ 2,188.50	1	1	0	0	0	0	0	0	0	0	0	0	0
HWY TRAFF TECH III		1165	TECHNICIANS	\$ 2,677.48	1	1	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH I		1760	TECHNICIANS	\$ 2,688.34	3	3	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH II		1761	TECHNICIANS	\$ 2,145.17	1	1	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH III		1762	TECHNICIANS	\$ 2,585.44	1	1	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH IV		1763	TECHNICIANS	\$ 2,589.25	2	2	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH V		1764	TECHNICIANS	\$ 3,345.68	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING I		7025	TECHNICIANS	\$ 2,993.57	3	3	0	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING II		7026	TECHNICIANS	\$ 3,841.41	8	7	1	0	0	0	0	0	0	0	0	0	0
FISCAL OFFICER		9121	TECHNICIANS	\$ 4,217.98	1	0	1	0	0	0	0	0	0	0	0	0	0
SAFETY COORD		3203	TECHNICIANS	\$ 2,983.58	1	0	1	0	0	0	0	0	0	0	0	0	0
T.E. ASST. I		7078	PARA-PROFESSIONALS	\$ 1,783.70	6	6	0	0	0	0	0	0	0	0	0	0	0
T.E. ASST. II		7077	PARA-PROFESSIONALS	\$ 2,079.96	4	4	0	0	0	0	0	0	0	0	0	0	0
DIST FACIL. TECH		1034	SKILLED CRAFT	\$ 2,661.53	1	1	0	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER III		1041	SKILLED CRAFT	\$ 2,285.92	63	60	3	4	0	0	0	0	4	0	0	0	0
HWY EQUIP OPER II		1042	SKILLED CRAFT	\$ 2,029.90	45	41	4	0	0	0	0	0	4	0	0	0	0
HWY EQUIP OPER IV		1043	SKILLED CRAFT	\$ 3,824.94	23	23	0	0	0	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT I		1063	SKILLED CRAFT	\$ 3,916.12	14	14	0	0	0	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT II		1067	SKILLED CRAFT	\$ 3,067.82	9	9	0	0	0	0	0	0	0	0	0	0	0
WELDER II		1106	SKILLED CRAFT	\$ 2,609.88	1	1	0	0	0	0	0	0	0	0	0	0	0
JANITOR		1003	SERVICE WORKERS	\$ 1,535.21	1	1	0	0	0	0	0	0	0	0	0	0	0
MAINT SUPVR		1026	SERVICE WORKERS	\$ 2,444.86	1	1	0	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER I		1037	SERVICE WORKERS	\$ 1,825.05	34	33	1	0	0	0	0	0	0	0	0	0	0
STORES WORKER II		9203	SERVICE WORKERS	\$ 2,033.72	1	0	1	0	0	0	0	0	0	0	0	0	0
Total					302	265	36		15	0	0	1	16				



Job Title	Job Group	EEO-4 Category	Pay Rate/Salary Range	All Employees			MALES					Females		
				Total	U	F	B	AS/PI	A/U/N	OTHER	Total Males	Total	U	F
EXECUTIVE DIRECTOR	0130	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 7,093.62	9	8	1	0	0	0	0	0	0	0	0
T.E. BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,872.62	4	4	0	0	0	0	0	0	0	0	0
RDS. ENVR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 4,851.98	1	1	0	0	0	0	0	0	0	0	0
HWY DIST ADMIN MGR	9440	OFFICIALS & ADMINISTRATORS	\$ 4,871.68	1	0	1	0	0	0	0	0	0	0	0
ENVR SCIENTIST II	3080	PROFESSIONALS	\$ 4,828.80	1	1	0	0	0	0	0	0	0	0	0
TRANS MED/HVY TR SUPVR	1770	PROFESSIONALS	\$ 4,635.80	1	1	0	0	0	0	0	0	0	0	0
T. E. I	7094	PROFESSIONALS	\$ 4,126.35	5	5	0	0	0	0	0	0	0	0	0
T. E. II	7095	PROFESSIONALS	\$ 4,633.10	5	5	0	0	0	0	0	0	0	0	0
T. E. TECH I	7096	PROFESSIONALS	\$ 2,962.86	12	10	2	0	0	0	0	1	1	0	0
T. E. TECH II	7097	PROFESSIONALS	\$ 3,238.28	13	11	2	0	0	0	0	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 3,801.84	37	35	2	5	1	0	1	7	0	0	0
INFO OFFICER III	9128	PROFESSIONALS	\$ 6,363.98	1	0	1	0	0	0	0	0	0	0	0
RW AGENT II	8327	PROFESSIONALS	\$ 2,976.83	6	3	3	0	0	0	0	0	0	0	0
RW AGENT SUPRV	8331	PROFESSIONALS	\$ 4,365.82	1	1	0	0	0	0	0	0	0	0	0
RW UNIT LEADER	8332	PROFESSIONALS	\$ 4,357.42	2	2	0	0	0	0	0	0	0	0	0
ACCOUNTANT II	9108	PROFESSIONALS	\$ 2,263.88	1	0	1	0	0	0	0	0	0	0	0
ACCOUNTANT III	9109	PROFESSIONALS	\$ 2,393.89	2	1	1	0	0	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,182.10	9	1	8	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,654.64	6	0	6	0	0	0	0	0	0	0	0
ADMIN COORD	0865	PROFESSIONALS	UNGRADED	1	0	1	0	0	0	0	0	0	0	0
AUTO PARTS SPEC	9208	TECHNICIANS	\$ 2,161.29	1	0	1	0	0	0	0	0	0	0	0
ADMIN SPEC I	9611	TECHNICIANS	\$ 1,828.14	4	1	3	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH I	1161	TECHNICIANS	\$ 2,407.25	1	1	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH III	1165	TECHNICIANS	\$ 3,375.66	1	1	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH I	1760	TECHNICIANS	\$ 2,076.27	2	2	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH II	1761	TECHNICIANS	\$ 2,145.17	1	1	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH III	1762	TECHNICIANS	\$ 2,968.76	5	5	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH IV	1763	TECHNICIANS	\$ 3,234.46	4	4	0	0	0	0	0	0	0	0	0
ENG IN TRAINING I	7025	TECHNICIANS	\$ 2,969.43	5	4	1	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,469.20	6	6	0	0	0	0	0	0	0	0	0
FISCAL OFFICER	9121	TECHNICIANS	\$ 4,508.70	1	0	1	0	0	0	0	0	0	0	0
SAFETY COORD	3203	TECHNICIANS	\$ 4,501.00	1	1	0	0	0	0	0	0	0	0	0
T. E. ASST. I	7076	PARA-PROFESSIONALS	\$ 1,308.36	6	6	0	0	0	0	0	0	0	0	0
T. E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,524.83	10	9	1	0	0	0	0	0	0	0	0
OFF. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 1,741.08	1	0	1	0	0	0	0	0	0	0	0
MAINT. SUPER. I	1028	SKILLED CRAFT	\$ 2,816.87	1	1	0	0	0	0	0	0	0	0	0
DIST FACIL. TECH	1034	SKILLED CRAFT	\$ 2,471.56	1	1	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,215.89	48	48	0	5	0	0	0	0	0	0	0
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 1,963.34	23	23	0	2	0	0	0	5	0	0	0
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,636.74	17	17	0	1	0	0	0	2	0	0	0
HWY SUPERINTENDENT I	1063	SKILLED CRAFT	\$ 3,137.50	13	13	0	0	0	0	0	1	0	0	0
HWY SUPERINTENDENT II	1067	SKILLED CRAFT	\$ 4,505.28	8	7	1	1	0	0	0	2	0	0	0
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,857.26	9	8	1	1	0	0	0	1	2	0	0
<b>Total</b>				<b>288</b>	<b>249</b>	<b>39</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>25</b>			



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					FEMALES				
				Total	M	F	B	AS/PI	AVAN	H	Total	M	F			
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0	
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 5,947.64	7	7	0	0	0	0	0	0	0	0	0	0	
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,488.20	4	4	0	0	0	0	0	0	0	0	0	0	
RDS. ENVR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 3,392.40	1	1	0	0	0	0	0	0	0	0	0	0	
ENVR SCIENTIST II	3080	PROFESSIONALS	\$ 3,582.62	1	0	1	0	0	0	0	0	0	0	0	0	
T. E. I	7084	PROFESSIONALS	\$ 3,901.70	7	5	2	0	0	0	0	0	0	0	0	0	
T. E. II	7095	PROFESSIONALS	\$ 2,702.58	3	2	1	0	0	0	0	0	0	0	0	0	
T.E. TECH SUPV	7093	PROFESSIONALS	\$ 4,608.32	4	4	0	0	0	0	0	0	0	0	0	0	
T. E. TECH I	7098	PROFESSIONALS	\$ 3,560.44	9	8	1	0	0	0	0	0	0	0	0	0	
T. E. TECH II	7097	PROFESSIONALS	\$ 3,714.18	16	14	2	0	0	0	0	0	0	0	0	0	
T. E. TECH III	7098	PROFESSIONALS	\$ 4,913.50	29	27	2	1	0	0	0	0	0	0	0	0	
TRANS BRIDGE INSPECT II	7022	PROFESSIONALS	\$ 3,389.44	1	1	0	1	0	0	0	0	0	0	0	0	
INFO OFFICER III	8128	PROFESSIONALS	\$ 3,334.52	1	0	1	0	0	0	0	0	0	0	0	0	
R/W AGENT II	8327	PROFESSIONALS	\$ 3,050.60	3	2	1	0	0	0	0	0	0	0	0	0	
R/W AGENT III	8329	PROFESSIONALS	\$ 3,928.32	1	1	0	0	0	0	0	0	0	0	0	0	
R/W AGENT SUPRV	8331	PROFESSIONALS	\$ 5,824.34	1	1	0	0	0	0	0	0	0	0	0	0	
R/W UNIT LEADER	8332	PROFESSIONALS	\$ 4,072.69	3	3	0	0	0	0	0	0	0	0	0	0	
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,280.90	11	3	8	0	0	0	0	0	0	0	0	0	
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,004.01	5	0	5	0	0	0	0	0	0	0	0	0	
ADMIN COORD	0965	PROFESSIONALS	UNGRADED	1	0	1	0	0	0	0	0	0	0	0	0	
HWY TRAFFIC TECH II	1163	TECHNICIANS	\$ 2,161.38	2	2	0	0	0	0	0	0	0	0	0	0	
HWY TRAFFIC TECH III	1165	TECHNICIANS	\$ 2,354.04	1	1	0	0	0	0	0	0	0	0	0	0	
HWY DIST EQUIP OPER	1718	TECHNICIANS	\$ 3,917.68	1	1	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH I	1760	TECHNICIANS	\$ 2,202.54	2	2	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH II	1761	TECHNICIANS	\$ 3,020.56	2	2	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH III	1762	TECHNICIANS	\$ 2,656.21	3	3	0	0	0	0	0	0	0	0	0	0	
TRANS AUTO/TRUCK TECH IV	1763	TECHNICIANS	\$ 2,794.04	2	2	0	0	0	0	0	0	0	0	0	0	
ENG IN TRAINING I	7025	TECHNICIANS	\$ 2,963.57	3	2	1	0	0	0	0	0	0	0	0	0	
ENG IN TRAINING II	7026	TECHNICIANS	\$ 4,285.52	7	6	1	0	0	0	0	0	0	0	0	0	
R/W AGENT I	6927	TECHNICIANS	\$ 2,662.56	1	0	1	0	0	0	0	0	0	0	0	0	
FISCAL OFFICER	9121	TECHNICIANS	\$ 4,688.94	1	1	0	0	0	0	0	0	0	0	0	0	
SAFETY COORD	3203	TECHNICIANS	\$ 3,724.64	1	0	1	0	0	0	0	0	0	0	0	0	
T. E. ASST. I	7076	PARA-PROFESSIONALS	\$ 2,259.40	2	2	0	0	0	0	0	0	0	0	0	0	
T. E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,504.76	3	3	0	0	0	0	0	0	0	0	0	0	
DFC. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 1,658.16	1	0	1	0	0	0	0	0	0	0	0	0	
DIST FACIL. TECH	1034	SKILLED CRAFT	\$ 3,309.45	1	1	0	0	0	0	0	0	0	0	0	0	
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,382.94	51	47	4	0	0	0	0	0	0	0	0	0	
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 2,130.78	27	25	2	0	0	0	0	0	0	0	0	0	
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,613.78	13	13	0	0	0	0	0	0	0	0	0	0	
HWY SUPERINTENDENT I	1063	SKILLED CRAFT	\$ 2,926.21	14	13	1	1	0	0	0	0	0	0	0	0	
HWY SUPERINTENDENT II	1067	SKILLED CRAFT	\$ 3,632.54	11	11	0	0	0	0	0	0	0	0	0	0	
WELDER II	1106	SKILLED CRAFT	\$ 2,641.25	1	1	0	0	0	0	0	0	0	0	0	0	
MAINT WORKER II	1024	SERVICE WORKERS	\$ 1,896.96	1	1	0	0	0	0	0	0	0	0	0	0	
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,768.69	13	13	0	0	0	0	0	0	0	0	0	0	
Total				273	236	37	3	0	0	0	0	0	0	0	0	



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES						Females		
				Total	M	F	B	AS/PI	AVAN	Other	Total	Males	F	AS/PI	AVAN
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 5,887.44	9	8	1	0	0	0	0	0	0	0	0	0
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,321.02	4	4	0	0	0	0	0	0	0	0	0	0
RDS. ENVIR. DIST. ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 3,352.40	1	1	0	0	0	0	0	0	0	0	0	0
HWY DIST ADMIN MGR	9440	OFFICIALS & ADMINISTRATORS	\$ 6,068.16	1	0	1	0	0	0	0	0	0	0	0	0
ENVR SCIENTIST I	3049	PROFESSIONALS	\$ 3,114.92	1	0	1	0	0	0	0	0	0	0	0	0
TRANS MED/HVY TR SUPVR	1770	PROFESSIONALS	\$ 3,670.16	1	1	0	0	0	0	0	0	0	0	0	0
T. E. I	7094	PROFESSIONALS	\$ 4,401.68	4	3	1	0	0	0	0	0	0	0	0	0
T. E. II	7095	PROFESSIONALS	\$ 4,663.31	9	8	1	1	0	0	0	0	0	0	0	0
T.E. TECH SUPV	7096	PROFESSIONALS	\$ 5,468.84	1	1	0	0	0	0	0	0	0	0	0	0
T. E. TECH I	7097	PROFESSIONALS	\$ 2,548.82	12	10	2	0	0	0	0	0	0	0	0	0
T. E. TECH II	7098	PROFESSIONALS	\$ 3,247.46	7	7	0	1	0	0	0	0	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 3,247.46	37	34	3	1	0	0	0	1	0	0	0	0
INFO OFFICER I	8125	PROFESSIONALS	\$ 3,261.44	1	0	1	0	0	0	0	0	0	0	0	0
RW AGENT II	8327	PROFESSIONALS	\$ 3,171.03	2	2	0	0	0	0	0	0	0	0	0	0
RW AGENT SUPRV	8331	PROFESSIONALS	\$ 4,161.88	1	1	0	0	0	0	0	0	0	0	0	0
RW UNIT LEADER	8332	PROFESSIONALS	\$ 4,754.88	4	3	1	0	0	0	0	0	0	0	0	0
ACCOUNTANT I	9107	PROFESSIONALS	\$ 2,830.34	1	0	1	0	0	0	0	0	0	0	0	0
ACCOUNTANT III	9109	PROFESSIONALS	\$ 2,677.58	3	0	3	0	0	0	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,272.00	10	5	5	1	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,653.52	12	3	9	0	0	0	0	0	0	0	0	0
ADMIN COORD	0985	PROFESSIONALS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH II	1163	TECHNICIANS	\$ 2,344.85	2	2	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH III	1165	TECHNICIANS	\$ 2,354.04	1	1	0	0	0	0	0	0	0	0	0	0
HWY EQUIP MAINT & MGMT	1720	TECHNICIANS	\$ 2,636.74	1	1	0	0	0	0	0	0	0	0	0	0
COLL. REPAIR & REFIN T I	1755	TECHNICIANS	\$ 3,082.09	1	1	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH I	1760	TECHNICIANS	\$ 3,092.09	4	4	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH III	1762	TECHNICIANS	\$ 2,273.72	3	3	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH IV	1763	TECHNICIANS	\$ 4,020.12	1	1	0	0	0	0	0	0	0	0	0	0
SAFETY COORD	3203	TECHNICIANS	\$ 3,003.10	1	1	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING I	7025	TECHNICIANS	\$ 3,035.68	5	4	1	0	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,486.55	10	6	4	0	0	0	0	0	0	0	0	0
RW AGENT I	8326	TECHNICIANS	\$ 2,208.52	3	3	0	0	0	0	0	0	0	0	0	0
FISCAL OFFICER	9121	TECHNICIANS	\$ 3,992.80	1	0	1	0	0	0	0	0	0	0	0	0
AUTO PARTS SPEC	9208	TECHNICIANS	\$ 2,860.36	1	1	0	0	0	0	0	0	0	0	0	0
T. E. ASST. I	7078	PARA-PROFESSIONALS	\$ 1,741.08	6	6	0	1	0	0	0	1	2	0	0	0
T. E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,072.36	3	3	0	1	0	0	0	0	1	0	0	0
OFF. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 2,097.24	1	0	1	0	0	0	0	0	0	0	0	0
DIST FACIL. TECH	1034	SKILLED CRAFT	\$ 2,650.26	1	1	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,273.72	38	38	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 1,950.17	35	33	2	2	0	0	0	2	0	0	0	0
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,577.48	14	14	0	0	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT I	1063	SKILLED CRAFT	\$ 3,846.96	15	15	0	2	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT II	1087	SKILLED CRAFT	\$ 2,880.69	12	12	0	0	0	0	0	0	0	0	0	0
WELDER II	1106	SKILLED CRAFT	\$ 2,944.41	1	1	0	0	0	0	0	0	0	0	0	0
MAINT WORKER I	1022	SERVICE WORKERS	\$ 1,859.92	5	3	2	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,811.54	31	31	0	0	0	0	0	0	0	0	0	0
STORES WORKER II	9203	SERVICE WORKERS	\$ 1,612.00	1	1	0	0	0	0	0	0	0	0	0	0
Total				320	279	41	12	1	0	1	14				



Job Title		Job Group	EEO-4 Category	All Employees				MALES					FEMALES				
				Total	M	F		B	ASPI	AVAN	H	Total	B	ASPI	AVAN	H	Total
							Pay Rate/ Salary Range										
EXECUTIVE DIRECTOR		0139	OFFICIALS & ADMINISTRATORS	1	1	0	UNGRADED	0	0	0	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.		7084	OFFICIALS & ADMINISTRATORS	8	8	0	\$ 4,835.96	0	0	0	0	0	0	0	0	0	0
T.E. BRANCH MGR		7085	OFFICIALS & ADMINISTRATORS	4	3	1	\$ 6,943.95	0	0	0	0	0	0	0	0	0	0
RDS. ENVIR. DIST. ADMIN		7119	OFFICIALS & ADMINISTRATORS	1	1	0	\$ 4,827.60	0	0	0	0	0	0	0	0	0	0
HWY TRAF. TECH. SUPERINT.		1166	PROFESSIONALS	1	1	0	\$ 4,770.48	0	0	0	0	0	0	0	0	0	0
ENVIR. SCIENTIST II		3080	PROFESSIONALS	1	1	0	\$ 4,058.32	0	0	0	0	0	0	0	0	0	0
TRANS. MED/HVY. TR. SUPVR.		1770	PROFESSIONALS	1	1	0	\$ 3,570.49	0	0	0	0	0	0	0	0	0	0
T.E. I.		7094	PROFESSIONALS	2	2	0	\$ 4,283.58	0	0	0	0	0	0	0	0	0	0
T.E. II		7095	PROFESSIONALS	2	2	0	\$ 4,292.82	0	0	0	0	0	0	0	0	0	0
T.E. TECH. SUPV		7096	PROFESSIONALS	1	1	0	\$ 3,800.32	0	0	0	0	0	0	0	0	0	0
T.E. TECH I		7097	PROFESSIONALS	10	9	1	\$ 2,574.34	0	0	0	0	0	0	0	0	0	0
T.E. TECH II		7098	PROFESSIONALS	12	12	0	\$ 3,162.04	1	0	0	0	1	0	0	0	0	1
T.E. TECH III		7099	PROFESSIONALS	17	16	1	\$ 3,628.75	1	0	0	0	1	0	0	0	0	0
GRAD. ENG. ASST		7099	PROFESSIONALS	1	1	0	\$ 2,731.00	0	0	0	0	0	0	0	0	0	0
TRANS. BRIDGE. INSPECT II		7022	PROFESSIONALS	1	1	0	\$ 3,679.10	0	0	0	0	0	0	0	0	0	0
R/W AGENT II		8327	PROFESSIONALS	3	2	1	\$ 3,262.87	0	0	0	0	0	0	0	0	0	0
R/W AGENT III		8329	PROFESSIONALS	2	2	0	\$ 4,486.14	0	0	0	0	0	0	0	0	0	0
R/W AGENT SUPRV		8331	PROFESSIONALS	1	1	0	\$ 5,223.20	0	0	0	0	0	0	0	0	0	0
R/W UNIT LEADER		8332	PROFESSIONALS	1	1	0	\$ 4,854.88	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT II		9108	PROFESSIONALS	2	0	2	\$ 3,648.84	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT IV		9111	PROFESSIONALS	1	0	1	\$ 2,845.86	0	0	0	0	0	0	0	0	0	0
ADMIN. SPEC II		9612	PROFESSIONALS	11	4	7	\$ 2,660.34	1	0	0	0	1	0	0	0	0	0
ADMIN. SPEC III		9613	PROFESSIONALS	7	0	7	\$ 3,123.39	0	0	0	0	0	1	0	0	0	1
ADMIN. COORD		0965	PROFESSIONALS	1	1	0	UNGRADED	0	0	0	0	0	0	0	0	0	0
AUTO PARTS SPEC		9208	TECHNICIANS	1	1	0	\$ 2,873.34	0	0	0	0	0	0	0	0	0	0
HWY. TRAFFIC TECH I		1161	TECHNICIANS	1	1	0	\$ 2,676.78	0	0	0	0	0	0	0	0	0	0
HWY. TRAFFIC TECH II		1163	TECHNICIANS	1	1	0	\$ 2,309.14	0	0	0	0	0	0	0	0	0	0
HWY. TRAFFIC TECH III		1165	TECHNICIANS	1	1	0	\$ 3,103.70	0	0	0	0	0	0	0	0	0	0
TRANS. AUTO/TRUCK TECH I		1760	TECHNICIANS	3	3	0	\$ 2,415.92	0	0	0	0	0	0	0	0	0	0
TRANS. AUTO/TRUCK TECH II		1761	TECHNICIANS	1	1	0	\$ 2,548.00	0	0	0	0	0	0	0	0	0	0
TRANS. AUTO/TRUCK TECH III		1762	TECHNICIANS	2	2	0	\$ 2,618.80	0	0	0	0	0	0	0	0	0	0
TRANS. AUTO/TRUCK TECH IV		1763	TECHNICIANS	5	5	0	\$ 3,169.01	0	0	0	0	0	0	0	0	0	0
SAFETY COORD		3203	TECHNICIANS	1	0	1	\$ 2,670.20	0	0	0	0	0	0	0	0	0	0
ENG. IN TRAINING I		7025	TECHNICIANS	3	1	2	\$ 2,653.97	0	0	0	0	0	0	0	0	0	0
ENG. IN TRAINING II		7026	TECHNICIANS	2	1	1	\$ 3,503.90	0	0	0	0	0	0	0	0	0	0
R/W AGENT I		6326	TECHNICIANS	1	1	0	\$ 3,404.86	0	0	0	0	0	0	0	0	0	0
T.E. ASST. I		7076	PARA-PROFESSIONALS	1	1	0	\$ 3,004.04	0	0	0	0	0	0	0	0	0	0
T.E. ASST. II		7077	PARA-PROFESSIONALS	2	2	0	\$ 2,536.69	0	0	0	0	0	0	0	0	0	0
ADMIN. ASST.		9608	PARA-PROFESSIONALS	1	0	1	\$ 2,983.24	0	0	0	0	0	0	0	0	0	0
OFC. SUPPORT ASST. II		9003	OFFICE & CLERICAL	1	0	1	\$ 2,028.36	0	0	0	0	0	0	0	0	0	0
DIST. FACIL. TECH		1034	SKILLED CRAFT	1	1	0	\$ 2,863.32	0	0	0	0	0	0	0	0	0	0
HWY. EQUIP. OPER III		1041	SKILLED CRAFT	84	84	0	\$ 2,578.63	6	0	0	0	6	0	0	0	0	0
HWY. EQUIP. OPER II		1042	SKILLED CRAFT	35	33	2	\$ 1,989.69	0	0	0	0	0	0	0	0	0	0
HWY. EQUIP. OPER IV		1043	SKILLED CRAFT	28	28	0	\$ 2,978.12	0	0	0	0	0	0	0	0	0	0
HWY. SUPERINTENDENT I		1063	SKILLED CRAFT	13	13	0	\$ 3,737.24	0	0	0	0	0	0	0	0	0	0
HWY. SUPERINTENDENT II		1067	SKILLED CRAFT	10	10	0	\$ 3,610.18	0	0	0	0	0	0	0	0	0	0
WELDER II		1106	SKILLED CRAFT	2	2	0	\$ 2,166.75	0	0	0	0	0	0	0	0	0	0
CARPENTER II		1111	SKILLED CRAFT	1	1	0	\$ 2,247.09	0	0	0	0	0	0	0	0	0	0
HWY. LABORER		1036	SERVICE WORKERS	1	0	1	\$ 2,395.12	0	0	0	0	0	0	0	0	0	0
HWY. EQUIP. OPER I		1037	SERVICE WORKERS	7	5	2	\$ 1,318.88	0	0	0	0	0	0	0	0	0	0
Total				330	288	42		10	0	0	0	10	2	0	0	0	0



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES						Females		
				Total	M	F	B	AS/PI	AV/AN	H	Total Males				Total Females
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 5,444.46	8	7	1	0	0	0	0	0	0	0	0	0
T.E. BRANCH MGR.	7085	OFFICIALS & ADMINISTRATORS	\$ 7,009.93	4	3	1	0	0	0	0	0	0	0	0	0
RDS. ENVR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 3,601.48	1	1	0	0	0	0	0	0	0	0	0	0
TRANS MED/HVY TR SUPVR	1770	PROFESSIONALS	\$ 3,618.85	1	1	0	0	0	0	0	0	0	0	0	0
HWY TRAF TECH SUPERINT.	1166	PROFESSIONALS	\$ 3,907.28	1	1	0	0	0	0	0	0	0	0	0	0
ENVR SCIENTIST II	3080	PROFESSIONALS	\$ 4,932.14	1	0	1	0	0	0	0	0	0	0	0	0
T. E. I	7084	PROFESSIONALS	\$ 4,838.58	1	0	1	0	0	0	0	0	0	0	0	0
T. E. II	7095	PROFESSIONALS	\$ 4,447.47	4	4	0	0	0	0	0	0	0	0	0	0
T. E. TECH I	7096	PROFESSIONALS	\$ 2,427.44	8	6	2	1	0	0	0	1	0	0	0	0
T. E. TECH II	7097	PROFESSIONALS	\$ 3,808.12	13	12	1	2	0	0	0	2	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 4,184.23	12	11	1	0	0	0	0	0	0	0	0	0
INFO OFFICER III	8128	PROFESSIONALS	\$ 3,684.08	1	1	0	0	0	0	0	0	0	0	0	0
RAW AGENT II	8327	PROFESSIONALS	\$ 3,648.08	4	2	2	0	0	0	0	0	0	0	0	0
RAW AGENT SUPVR	8331	PROFESSIONALS	\$ 5,501.52	1	1	0	0	0	0	0	0	0	0	0	0
RAW UNIT LEADER	8332	PROFESSIONALS	\$ 4,151.32	3	2	1	0	0	0	0	0	0	0	0	0
ACCOUNTANT III	8109	PROFESSIONALS	\$ 2,274.64	3	1	2	0	0	0	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,881.52	9	3	6	1	0	0	0	1	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,416.08	4	0	4	0	0	0	0	0	0	0	0	0
ADMIN COORD	0965	PROFESSIONALS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0
AUTO PARTS SPEC	8208	TECHNICIANS	\$ 2,534.30	1	1	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH II	1163	TECHNICIANS	\$ 2,309.14	1	1	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH III	1165	TECHNICIANS	\$ 2,714.57	1	1	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH I	1760	TECHNICIANS	\$ 2,239.25	4	4	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH II	1761	TECHNICIANS	\$ 2,407.73	4	4	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH IV	1763	TECHNICIANS	\$ 3,289.21	6	6	0	0	0	0	0	0	0	0	0	0
SAFETY COORD	3203	TECHNICIANS	\$ 5,250.58	1	1	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING I	7025	TECHNICIANS	\$ 3,010.34	1	1	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,304.00	2	2	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC I	9611	TECHNICIANS	\$ 1,178	1	0	1	0	0	0	0	0	0	0	0	0
OFC. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 2,477.39	2	1	1	1	0	0	0	1	0	0	0	0
MAINT. SUPER. I	1028	SKILLED CRAFT	\$ 2,710.41	1	1	0	0	0	0	0	0	0	0	0	0
DIST FACIL. TECH	1034	SKILLED CRAFT	\$ 3,288.72	1	1	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,434.95	46	45	1	4	0	0	0	4	0	0	0	0
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 2,033.08	48	48	0	2	0	0	0	2	0	0	0	0
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,654.25	16	16	0	0	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT I	1063	SKILLED CRAFT	\$ 2,697.18	15	15	0	2	0	0	0	2	0	0	0	0
HWY SUPERINTENDENT II	1087	SKILLED CRAFT	\$ 3,175.81	10	10	0	1	0	0	0	1	0	0	0	0
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,812.98	19	19	0	0	0	0	0	0	0	0	0	0
Total				265	255	10	14	0	0	0	14	0	0	0	0



Job Title		Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					Females				
					Total	M	F	B	AS/PI	AJAN	H	Total	B	AS/PI	AJAN	H	Total
EXECUTIVE DIRECTOR		0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	1	0	0	0	0	1
TRANS. ENG. SUPVR.		7084	OFFICIALS & ADMINISTRATORS	\$ 5,327.86	4	4	0	0	0	0	0	0	0	0	0	0	0
T E BRANCH MGR		7085	OFFICIALS & ADMINISTRATORS	\$ 5,937.36	4	3	1	0	0	0	0	0	0	0	0	0	0
RDS. ENVR. DIST ADMIN		7118	OFFICIALS & ADMINISTRATORS	\$ 3,460.62	1	1	0	0	0	0	0	0	0	0	0	0	0
TRANS MED/HVY TR SUPVR		1770	PROFESSIONALS	\$ 3,975.57	1	1	0	0	0	0	0	0	0	0	0	0	0
HWY TRAF TECH SUPERINT.		1166	PROFESSIONALS	\$ 3,254.68	1	1	0	0	0	0	0	0	0	0	0	0	0
ENVR SCIENTIST II		3080	PROFESSIONALS	\$ 4,625.78	1	1	0	0	0	0	0	0	0	0	0	0	0
T.E.I		7094	PROFESSIONALS	\$ 4,350.12	1	1	0	0	0	0	0	0	0	0	0	0	0
T.E.II		7095	PROFESSIONALS	\$ 7,014.96	2	2	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH SUPV		7093	PROFESSIONALS	\$ 5,369.94	4	4	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH I		7096	PROFESSIONALS	\$ 3,170.64	6	6	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH II		7097	PROFESSIONALS	\$ 3,248.80	9	9	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH III		7098	PROFESSIONALS	\$ 3,694.21	24	24	0	0	0	0	0	0	0	0	0	0	0
INFO OFFICER III		8128	PROFESSIONALS	\$ 4,081.98	1	1	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT II		9108	PROFESSIONALS	\$ 2,278.06	1	0	1	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT III		9109	PROFESSIONALS	\$ 2,415.90	1	0	1	0	0	0	0	0	0	0	0	0	0
RAW AGENT II		8327	PROFESSIONALS	\$ 3,622.08	3	2	1	0	0	0	0	0	0	0	0	0	0
RAW AGENT SUPRV		8331	PROFESSIONALS	\$ 6,101.68	1	1	0	0	0	0	0	0	0	0	0	0	0
RAW UNIT LEADER		8332	PROFESSIONALS	\$ 4,366.26	3	2	1	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC II		9612	PROFESSIONALS	\$ 2,437.44	7	2	5	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III		9613	PROFESSIONALS	\$ 3,085.43	9	1	8	0	0	0	0	0	0	0	0	0	0
ADMIN COORD		0965	PROFESSIONALS	UNGRADED	1	0	1	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH II		1163	TECHNICIANS	\$ 2,512.12	1	1	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH I		1760	TECHNICIANS	\$ 2,315.90	2	2	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH II		1761	TECHNICIANS	\$ 2,808.95	2	2	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH III		1762	TECHNICIANS	\$ 2,789.45	1	1	0	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH IV		1763	TECHNICIANS	\$ 3,169.10	6	6	0	0	0	0	0	0	0	0	0	0	0
SAFETY COORD		3203	TECHNICIANS	\$ 2,888.54	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING I		7025	TECHNICIANS	\$ 3,010.84	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING II		7028	TECHNICIANS	\$ 3,304.00	4	4	0	0	1	0	0	1	0	0	0	0	0
FISCAL OFFICER		9121	TECHNICIANS	\$ 3,093.68	1	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC I		9611	TECHNICIANS	\$ 1,985.40	2	0	2	0	0	0	0	0	0	0	0	0	0
T.E. ASST. I		7076	PARA-PROFESSIONALS	\$ 2,295.14	1	1	0	0	0	0	0	0	0	0	0	0	0
T.E. ASST. II		7077	PARA-PROFESSIONALS	\$ 2,149.86	1	0	1	0	0	0	0	0	0	0	0	0	0
OFC. SUPPORT ASST. II		9003	OFFICE & CLERICAL	\$ 2,267.37	1	1	0	0	0	0	0	0	0	0	0	0	0
DIST FACIL. TECH		1034	SKILLED CRAFT	\$ 3,555.76	1	1	0	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER III		1041	SKILLED CRAFT	\$ 2,473.75	62	60	2	1	0	0	0	1	0	0	0	0	0
HWY EQUIP OPER II		1042	SKILLED CRAFT	\$ 2,300.82	28	27	1	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER IV		1043	SKILLED CRAFT	\$ 3,033.91	37	37	0	1	0	0	0	1	0	0	0	0	0
HWY SUPERINTENDENT I		1063	SKILLED CRAFT	\$ 3,170.78	11	11	0	0	0	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT II		1067	SKILLED CRAFT	\$ 3,692.66	10	10	0	0	0	0	0	0	0	0	0	0	0
WELDER II		1105	SKILLED CRAFT	\$ 2,706.25	1	1	0	0	0	0	0	0	0	0	0	0	0
MAINT WORKER I		1022	SERVICE WORKERS	\$ 1,835.08	1	1	0	0	0	0	0	0	0	0	0	0	0
MAINT WORKER II		1024	SERVICE WORKERS	\$ 2,136.76	3	2	1	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER I		1037	SERVICE WORKERS	\$ 1,768.69	27	27	0	0	0	0	0	0	0	0	0	0	0
Total					291	265	26	2	1	0	0	3					90



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES						Females		
				Total	M	F	B	AS/PI	AJ/AN	H	Total Males				
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 5,329.22	9	9	0	0	0	0	0	0	0	0	0	0
T.E. BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,787.08	4	4	0	0	0	0	0	0	0	0	0	0
RDS. ENVR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	\$ 4,647.26	1	1	0	0	0	0	0	0	0	0	0	0
HWY DIST ADMIN MGR	9440	OFFICIALS & ADMINISTRATORS	\$ 5,409.76	1	1	0	0	0	0	0	0	0	0	0	0
TRANS MED/HVY TR SUPVR	1770	PROFESSIONALS	\$ 4,960.62	1	1	0	0	0	0	0	0	0	0	0	0
ENVR SCIENTIST II	3080	PROFESSIONALS	\$ 4,104.42	1	1	0	0	0	0	0	0	0	0	0	0
T.E. II	7095	PROFESSIONALS	\$ 6,846.32	2	2	0	0	0	0	0	0	0	0	0	0
T.E. TECH SUPV	7093	PROFESSIONALS	\$ 4,724.74	6	6	0	0	0	0	0	0	0	0	0	0
T.E. TECH I	7096	PROFESSIONALS	\$ 2,854.70	8	8	2	0	0	0	0	0	0	0	0	0
T.E. TECH II	7097	PROFESSIONALS	\$ 3,084.06	10	10	0	0	0	0	0	0	0	0	0	0
T.E. TECH III	7098	PROFESSIONALS	\$ 4,194.02	25	24	1	1	0	0	0	0	0	0	0	0
INFO OFFICER III	8128	PROFESSIONALS	\$ 3,732.44	1	1	0	0	0	0	0	0	0	0	0	0
TRANS BRIDGE INSPECT II	7022	PROFESSIONALS	\$ 4,176.10	1	1	0	1	0	0	0	1	0	0	0	0
RAW AGENT II	8327	PROFESSIONALS	\$ 2,951.88	2	1	1	0	0	0	0	0	0	0	0	0
RAW AGENT SUPRV	8331	PROFESSIONALS	\$ 4,413.88	1	1	0	0	0	0	0	0	0	0	0	0
RAW UNIT LEADER	8332	PROFESSIONALS	\$ 3,581.02	2	2	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT III	9109	PROFESSIONALS	\$ 2,469.47	2	1	1	0	0	0	0	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 1,343.09	15	6	9	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,002.51	8	0	8	0	0	0	0	0	0	0	0	0
ADMIN COORD	0965	PROFESSIONALS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH I	1161	TECHNICIANS	\$ 2,133.90	3	3	0	0	0	0	0	0	0	0	0	0
HWY TRAFFIC TECH II	1163	TECHNICIANS	\$ 2,807.30	2	2	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH I	1780	TECHNICIANS	\$ 2,411.29	3	3	0	1	0	0	0	1	0	0	0	0
TRANS AUTO/TRUCK TECH II	1761	TECHNICIANS	\$ 2,990.08	3	3	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH IV	1763	TECHNICIANS	\$ 3,484.80	3	3	0	0	0	0	0	0	0	0	0	0
TRANS AUTO/TRUCK TECH V	1764	TECHNICIANS	\$ 3,511.04	1	1	0	0	0	0	0	0	0	0	0	0
SAFETY COORD	3203	TECHNICIANS	\$ 3,328.10	1	1	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING I	7025	TECHNICIANS	\$ 3,041.86	3	2	1	0	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,469.20	3	3	0	0	0	0	0	0	0	0	0	0
FISCAL OFFICER	9121	TECHNICIANS	\$ 2,980.82	1	0	1	0	0	0	0	0	0	0	0	0
T.E. ASST. I	7076	PARA-PROFESSIONALS	\$ 10.20	2	1	1	0	0	0	0	0	0	0	0	0
T.E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,672.30	7	4	3	0	0	0	0	0	0	0	0	0
OFC. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 2,076.88	3	0	3	0	0	0	0	0	0	0	0	0
DIST FACIL. TECH	1034	SKILLED CRAFT	\$ 2,763.97	1	1	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER III	1041	SKILLED CRAFT	\$ 2,407.25	58	57	1	3	0	0	0	0	1	0	0	0
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 1,989.69	24	21	3	2	0	0	0	0	0	0	0	0
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,705.30	25	25	0	2	0	0	0	2	0	0	0	0
HWY SUPERINTENDENT I	1063	SKILLED CRAFT	\$ 3,282.41	11	11	0	0	0	0	0	0	0	0	0	0
HWY SUPERINTENDENT II	1067	SKILLED CRAFT	\$ 4,053.40	8	8	0	0	0	0	0	0	0	0	0	0
WELDER II	1108	SKILLED CRAFT	\$ 2,448.33	1	1	0	0	0	0	0	0	0	0	0	0
HWY LABORER	1036	SERVICE WORKERS	\$ 3,262.82	7	1	6	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER I	1037	SERVICE WORKERS	\$ 1,857.26	26	25	1	1	0	0	0	1	0	0	0	0
Total				238	256	442	11	0	0	0	11				5







Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total					B	AS/PI	AV/AN	OTHER	Total Males
				Total	M	F							
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,157.90	3	2	1			0	0	0	0	0
T E DIRECTOR	7086	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0			0	0	0	0	0
ADMIN BR MGR	9818	OFFICIALS & ADMINISTRATORS	\$ 5,632.82	1	1	0			0	0	0	0	0
T. E. SPECIALIST	7083	PROFESSIONALS	\$ 6,043.87	5	3	2			0	0	0	0	0
T. E. I	7084	PROFESSIONALS	\$ 4,314.37	4	3	1			0	1	0	0	0
T. E. II	7085	PROFESSIONALS	\$ 30.31	1	1	0			0	0	0	0	0
T. E. TECH I	7086	PROFESSIONALS	\$ 2,734.96	3	3	0			0	0	0	0	0
T. E. TECH II	7087	PROFESSIONALS	\$ 3,248.27	3	3	0			0	0	0	0	0
T. E. TECH III	7088	PROFESSIONALS	\$ 4,620.99	8	7	1			2	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,750.40	1	0	1			0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,822.60	2	0	2			0	0	0	0	0
RESEARCH SPEC	9844	PROFESSIONALS	\$ 4,553.30	1	0	1			0	0	0	0	0
GEOPROC SPEC I	9780	PROFESSIONALS	\$ 2,561.57	2	2	0			0	0	0	0	0
GEOPROC SPEC II	9781	PROFESSIONALS	\$ 3,282.28	6	3	3			0	0	0	0	0
GEOPROC SPEC III	9782	PROFESSIONALS	\$ 3,612.11	5	2	3			0	0	0	0	0
SYSTEMS CONSULTANT II	7335	PROFESSIONALS	\$ 4,817.22	1	1	0			0	0	0	0	0
RESOURCE MGT ANALYST III	7322	PROFESSIONALS	\$ 3,524.46	1	1	0			0	0	0	0	0
Total				48	39	15			2	1	0	1	4

## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total					B	AS/PI	AV/AN	OTHER	Total Males
				Total	M	F							
GEO. SUPVR. REGIST.	7019	OFFICIALS & ADMINISTRATORS	\$ 5,302.98	3	3	0			0	0	0	0	0
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,823.78	3	3	0			0	0	0	0	0
T E DIRECTOR	7086	OFFICIALS & ADMINISTRATORS	\$ 8,185.94	1	1	0			0	0	0	0	0
T.E. SUPERVISOR	7084	OFFICIALS & ADMINISTRATORS	\$ 5,094.06	1	1	0			0	0	0	0	0
T. E. SPECIALIST	7083	PROFESSIONALS	\$ 5,359.12	8	8	0			0	2	0	0	0
T. E. II	7085	PROFESSIONALS	\$ 4,747.18	3	3	0			0	0	0	0	0
T. E. TECH I	7086	PROFESSIONALS	\$ 2,783.08	2	2	0			0	0	0	0	0
T. E. TECH II	7087	PROFESSIONALS	\$ 3,240.23	7	7	0			1	0	0	0	0
T. E. TECH III	7088	PROFESSIONALS	\$ 3,948.66	11	11	0			0	0	0	0	0
T. E. TECH SUPERVISOR	7093	PROFESSIONALS	\$ 5,629.36	1	1	0			0	0	0	0	0
ADMIN SPEC I	9611	PROFESSIONALS	\$ 1,915.10	1	0	1			0	0	0	0	0
ADMIN SPEC II	9613	PROFESSIONALS	\$ 2,777.23	2	0	2			0	0	0	0	0
GEOPROC SPEC II	9781	PROFESSIONALS	\$ 2,886.26	1	1	0			0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,421.47	2	2	0			0	0	0	0	0
T. E. ASST. I	7076	PARA-PROFESSIONALS	\$ 2,063.36	1	1	0			0	0	0	0	0
T. E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,478.14	1	1	0			0	0	0	0	0
HWY EQUIP OPER III	1037	SKILLED CRAFT WORKER	\$ 2,301.17	2	2	0			0	0	0	0	0
Total				50	47	3			1	2	0	0	3



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES					Females			
				Total	M	F		B	AS/PI	AVAN	OTHER	Total Males	Total	M	F	
T.E. BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 4,732.60	6	6	0		0	0	0	1	1	0	0	0	0
T.E. DIRECTOR	7088	OFFICIALS & ADMINISTRATORS	\$ 6,102.58	1	1	0		0	0	0	0	0	0	0	0	0
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,437.66	1	1	0		0	0	0	0	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 5,831.28	2	2	0		0	0	0	0	0	0	0	0	0
GEOPROC SPEC III	9782	PROFESSIONALS	\$ 3,392.40	1	1	0		0	0	0	0	0	0	0	0	0
T.E. SPECIALIST	7083	PROFESSIONALS	\$ 3,448.05	16	14	2		0	0	0	0	0	0	0	0	0
T.E. I	7094	PROFESSIONALS	\$ 3,973.73	2	1	1		0	0	0	0	0	0	0	0	0
T.E. II	7095	PROFESSIONALS	\$ 28.97	1	1	0		0	0	0	0	0	0	0	0	0
T.E. TECH I	7096	PROFESSIONALS	\$ 2,800.08	0	0	0		0	0	0	0	0	0	0	0	0
T.E. TECH II	7097	PROFESSIONALS	\$ 3,588.76	2	2	0		0	0	0	0	0	0	0	0	0
T.E. TECH III	7098	PROFESSIONALS	\$ 4,057.14	11	9	2		0	0	0	0	0	0	0	0	0
ADMIN SPEC I	9611	PROFESSIONALS	\$ 2,352.54	1	0	1		0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,624.54	1	0	1		0	0	0	0	0	0	0	0	0
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 5,210.22	1	0	1		0	0	0	0	0	0	0	0	0
SYSTEMS CONSULTANT II	7335	PROFESSIONALS	\$ 5,528.62	1	1	0		0	0	0	0	0	0	0	0	0
PROGRAM COORDINATOR	9615	PROFESSIONALS	\$ 3,199.78	1	0	1		0	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 4,260.91	1	1	0		0	1	0	0	1	0	0	0	0
Total				48	39	9		0	0	0	2	2				

## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES					Females			
				Total	M	F		B	AS/PI	AVAN	H	Total Males	Total	M	F	
ENVIRO. TECH III	3022	OFFICIALS & ADMINISTRATORS	\$ 3,477.48	1	1	0		0	0	0	0	0	0	0	0	0
GEO. SUPVR-REGIST.	7019	OFFICIALS & ADMINISTRATORS	\$ 5,621.46	1	1	0		0	0	0	0	0	0	0	0	0
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,186.92	1	1	0		0	0	0	0	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 5,395.61	2	2	0		0	0	0	0	0	0	0	0	0
DIV DIRECTOR	9936	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0		0	0	0	0	0	0	0	0	0
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 4,486.78	1	1	0		0	0	0	0	0	0	0	0	0
ENVIR BIOL CONSULT	3062	PROFESSIONALS	\$ 4,400.98	2	2	0		0	0	0	0	0	0	0	0	0
ENVIR BIOL SPEC	3061	PROFESSIONALS	\$ 3,084.06	2	2	0		0	0	0	0	0	0	0	0	0
ENVIR SCIENTIST I	3049	PROFESSIONALS	\$ 3,204.36	1	1	0		0	0	0	0	0	0	0	0	0
ENVIR SCIENTIST II	3080	PROFESSIONALS	\$ 3,785.35	5	5	0		0	0	0	0	0	0	0	0	0
ENVIR SCIENTIST III	3081	PROFESSIONALS	\$ 4,562.35	2	2	0		0	0	0	0	0	0	0	0	0
GEOLOGIST REGISTERED	7006	PROFESSIONALS	\$ 4,399.28	1	1	0		0	0	0	0	0	0	0	0	0
T.E. SPECIALIST	7083	PROFESSIONALS	\$ 5,496.12	1	1	0		0	0	0	0	0	0	0	0	0
T.E. TECH II	7097	PROFESSIONALS	\$ 3,248.80	1	1	0		0	0	0	0	0	0	0	0	0
ARCHAEOLOGIST	8001	PROFESSIONALS	\$ 3,232.20	1	1	0		0	0	0	0	0	0	0	0	0
ARCH. COORD	8005	PROFESSIONALS	\$ 3,611.69	2	1	1		0	0	0	0	0	0	0	0	0
HIST PRESERV COORD	8013	PROFESSIONALS	\$ 3,588.96	2	0	2		0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,972.04	1	0	1		0	0	0	0	0	0	0	0	0
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 4,471.08	1	1	0		0	0	0	0	0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 2,584.24	1	0	1		0	0	0	0	0	0	0	0	0
ADMIN ASST	9608	PARAPROFESSIONAL	\$ 1,848.44	1	0	1		0	0	0	0	0	0	0	0	0
Total				39	25	14		1	0	0	0	1				



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					Females		
				Total	M	F	B	AS/PI	AV/AN	H	Total Males	AS/PI	AV/AN	Total Fem
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,782.95	2	1	1	0	0	0	0	0	0	0	0
T E DIRECTOR	7086	OFFICIALS & ADMINISTRATORS	\$ 8,651.56	1	1	0	0	0	0	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,828.14	1	0	1	0	0	0	0	0	0	0	0
T. E. SPECIALIST	7083	PROFESSIONALS	\$ 5,516.37	6	6	0	1	0	0	0	1	0	0	0
T. E. I	7084	PROFESSIONALS	\$ 3,901.70	1	1	0	0	0	0	0	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 4,301.08	5	4	1	0	0	0	0	0	0	0	0
T. E. SPECIALIST	7083	PROFESSIONALS	\$ 5,516.37	1	1	0	0	0	0	0	0	0	0	1
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,404.37	3	0	3	0	0	0	0	0	0	0	0
PROG COORO	9615	PROFESSIONALS	\$ 3,286.91	2	0	2	0	0	0	0	0	0	0	0
RESOURCE MGT ANALYST III	7322	PROFESSIONALS	\$ 3,844.90	1	0	1	0	0	0	0	0	0	0	0
Total				20	14	6	1	0	0	0	1	0	0	1

## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					Females		
				Total	M	F	B	AS/PI	AV/AN	H	Total Males	AS/PI	AV/AN	Total Fem
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 4,197.90	1	1	0	0	0	0	0	0	0	0	0
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,358.98	1	1	0	0	0	0	0	0	0	0	0
T E DIRECTOR	7086	OFFICIALS & ADMINISTRATORS	\$ 8,558.42	1	1	0	0	0	0	0	0	0	0	0
T. E. TECH SUPERVISOR	7093	PROFESSIONALS	\$ 3,812.28	1	0	1	0	0	0	0	0	0	0	0
CHEMIST I	4041	PROFESSIONALS	\$ 2,676.28	1	1	0	0	0	0	0	0	0	0	0
CHEMIST II	4042	PROFESSIONALS	\$ 2,869.80	1	1	0	0	0	0	0	0	0	0	0
CHEMIST III	4043	PROFESSIONALS	\$ 3,442.35	3	1	2	0	0	0	0	1	0	0	2
CHEMIST SUPERV	4044	PROFESSIONALS	\$ 4,905.22	1	0	1	0	0	0	0	0	0	0	0
CHEM & CORR LAB SPEC	4090	PROFESSIONALS	\$ 5,575.20	1	1	0	0	0	0	0	0	0	0	0
T. E. II	7095	PROFESSIONALS	\$ 5,955.97	2	2	0	0	0	0	0	0	0	0	0
T. E. TECH I	7096	PROFESSIONALS	\$ 2,565.90	3	1	2	0	0	0	0	0	0	0	0
T. E. TECH II	7097	PROFESSIONALS	\$ 3,399.13	6	6	0	0	0	0	0	1	0	0	2
T. E. TECH III	7098	PROFESSIONALS	\$ 3,901.95	13	13	0	2	0	0	0	0	0	0	0
SYSTEMS CONSULTANT IT	7335	PROFESSIONALS	\$ 5,825.70	1	1	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9813	PROFESSIONALS	\$ 2,700.74	2	0	2	0	0	0	0	0	0	0	0
T. E. ASST. I	7078	PARA-PROFESSIONALS	\$ 1,984.04	2	2	0	0	0	0	0	0	0	0	0
T. E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,006.08	2	2	0	0	0	0	0	0	0	0	0
PROG/ANALYST I	7360	TECHNICIANS	\$ 2,670.40	1	1	0	0	0	0	0	0	0	0	0
Total				42	35	7	2	0	0	0	2	0	0	1



## WORKFORCE ANALYSIS

Job Title			Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees										MALES						
						Total	M	F							B	AS/PI	A/VAN	H	Total Males			
ADMIN BR MGR						9618	OFFICIALS & ADMINISTRATORS	\$ 4,168.12	3	3	0							0	0	0	0	0
DIV DIRECTOR						9936	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0							0	0	0	0	0
ADMIN SPEC II						9612	PROFESSIONALS	\$ 2,351.27	4	2	2							0	0	0	0	0
ADMIN SPEC III						9613	PROFESSIONALS	\$ 3,097.34	2	0	2							0	0	0	0	0
ADMIN SECT SUPRV						9614	PROFESSIONALS	\$ 4,161.55	3	3	0							0	0	0	0	0
PROG COORD						9615	PROFESSIONALS	\$ 3,093.98	3	1	2							0	0	0	0	0
TRANS MED/HVY TRUCK SUPRV						1770	PROFESSIONALS	\$ 3,850.24	1	1	0							0	0	0	0	0
KEWS TECH II						1248	TECHNICIANS	\$ 3,741.29	5	5	0							0	0	0	0	0
TECHNICIANS						1250	TECHNICIANS	\$ 3,748.72	1	1	0							0	0	0	0	0
HWY EQUIP MAINT & MGMT						1720	TECHNICIANS	\$ 2,951.33	2	2	0							0	0	0	0	0
TRANS AUTO/TRUCK TECH I						1760	TECHNICIANS	\$ 1,883.78	7	7	0							0	0	0	0	0
TRANS AUTO/TRUCK TECH IV						1763	TECHNICIANS	\$ 3,561.74	2	2	0							0	0	0	0	0
TRANS AUTO/TRUCK TECH V						1764	TECHNICIANS	\$ 3,316.00	1	1	0							0	0	0	0	0
AUTOMOTIVE PARTS SPEC						9208	TECHNICIANS	\$ 3,409.10	1	1	0							0	0	0	0	0
HWY EQUIP OPER IV						1043	SKILLED CRAFT	\$ 2,582.25	3	3	0							0	0	0	0	0
WELDER II						1106	SKILLED CRAFT	\$ 2,478.84	1	1	0							0	0	0	0	0
WELDER III						1107	SKILLED CRAFT	\$ 3,182.02	1	1	0							0	0	0	0	0
MACHINIST CONSULTANT						1156	SKILLED CRAFT	\$ 2,671.42	2	2	0							0	0	0	0	0
STORES WORKER III						8205	SERVICE WORKERS	\$ 2,865.70	2	2	0							0	0	0	0	0
Total									82	82	0							0	0	0	0	0



Job Title	Job Group	EEO-4 Category	Pay Rate/Salary Range	All Employees				MALES					Females			
				Total	M	F		AS/PI	AVAN	H	Total Males		F	AS/PI	AVAN	Total Females
							B									
T.E. BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 5,705.04	1	0	1	0	0	0	0	0	0	0	0	0	0
RW BR. MGR	8335	OFFICIALS & ADMINISTRATORS	\$ 4,719.94	2	2	0	0	0	0	0	0	0	0	0	0	0
DIV DIRECTOR	9938	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	0	0	0	0	0	0	0	0	0
T. E. SPECIALIST	7083	PROFESSIONALS	\$ 7,487.34	1	1	0	0	0	0	0	0	0	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 3,748.95	4	4	0	0	0	0	0	0	0	0	0	0	0
RW PROG SPEC II	8334	PROFESSIONALS	\$ 4,253.38	4	2	2	0	0	1	0	1	0	0	0	0	0
RW AGENT II	8327	PROFESSIONALS	\$ 3,283.60	2	1	1	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC I	9611	PROFESSIONALS	\$ 1,915.10	1	0	1	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,205.86	2	0	2	0	0	0	0	0	0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,504.86	3	0	3	0	0	0	0	0	0	0	0	0	0
GRANTS & CONTR SPEC	9631	PROFESSIONALS	\$ 2,206.92	1	0	1	0	0	0	0	0	0	1	0	0	1
T. E. I	7094	PROFESSIONALS	\$ 3,679.10	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,304.00	1	1	0	0	0	0	0	0	0	0	0	0	0
Total				37	63	10	0	0	1	0	1	0	0	0	0	1

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/Salary Range	All Employees				MALES					Females			
				Total	M	F		AS/PI	AVAN	H	Total Males		F	AS/PI	AVAN	Total Females
							B									
T.E. DIRECTOR	7086	OFFICIALS & ADMINISTRATORS	\$ 8,850.80	1	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 3,553.88	1	1	0	0	0	0	0	0	0	0	0	0	0
T. E. SPECIALIST	7083	PROFESSIONALS	\$ 11,410.42	1	1	0	0	0	0	0	0	0	0	0	0	0
T. E. TECH III	7098	PROFESSIONALS	\$ 2,762.67	2	0	2	0	0	0	0	0	0	0	0	0	0
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 4,245.59	2	0	2	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,669.34	1	0	1	0	0	0	0	0	0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,580.74	1	0	1	0	0	0	0	0	0	0	0	0	0
GEOPROC SPEC I	9780	PROFESSIONALS	\$ 2,574.32	1	0	1	0	0	0	0	0	0	0	0	0	0
T. E. I	7094	PROFESSIONALS	\$ 3,635.00	1	0	1	0	0	0	0	0	0	1	0	0	1
T. E. II	7095	PROFESSIONALS	\$ 4,768.04	1	1	0	1	0	0	0	1	0	0	0	0	0
Total				12	4	8	1	0	0	0	1	0	0	0	0	0

WORKFORCE ANALYSIS



## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees				MALES						
				Total	W	F	B	AS/PI	A/UAN	H	Total Males			
T E BRANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,506.58	3	3	0	0	0	0	0	0	0		
T E DIRECTOR	7086	OFFICIALS & ADMINISTRATORS	\$ 9,037.78	1	1	0	0	0	0	0	0	0		
T. E. SPECIALIST	7083	PROFESSIONALS	\$ 5,126.76	3	3	0	0	0	0	0	0	0		
T. E. I	7084	PROFESSIONALS	\$ 3,901.70	1	0	1	0	0	0	0	0	0		
T. E. II	7085	PROFESSIONALS	\$ 5,009.35	4	4	0	0	0	0	0	0	0		
T. E. TECH II	7097	PROFESSIONALS	\$ 3,089.98	1	1	0	0	0	0	0	0	0		
T. E. TECH III	7088	PROFESSIONALS	\$ 3,230.84	1	0	1	0	0	0	0	0	0		
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,682.42	1	1	0	0	0	0	0	0	0		
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 3,838.08	1	0	1	0	0	0	0	0	0		
PROG COORD	9615	PROFESSIONALS	\$ 3,983.78	1	0	1	0	0	0	0	0	0		
INT POLICY ANAL YST II	9428	PROFESSIONALS	\$ 5,616.24	1	0	1	0	0	0	0	0	0		
GRAD ENG ASST	7089	PROFESSIONALS	\$ 2,731.00	1	1	0	0	0	0	0	0	0		
ELECTRONIC TECH II	1223	TECHNICIANS	\$ 1,539.55	3	3	0	0	0	0	0	0	0		
ELECTRONIC TECH III	1225	TECHNICIANS	\$ 2,565.16	1	1	0	0	0	0	0	0	0		
ENG IN TRAINING II	7026	TECHNICIANS	\$ 3,499.20	2	0	2	0	0	0	0	0	0		
ADMIN. ASST.	9608	PARA-PROFESSIONALS	\$ 2,453.76	1	0	1	0	0	0	0	0	1		
Total				28	18	8	0	0	0	0	0	0		

[illegible]

Job Title	Job Grade	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES						FEMALES			
				Total	M	F	B	AS/PI	A/U/N	H	Total Males	AS/PI	A/U/N	H	Total Females	
T.E BRANCH MGR.	7085	OFFICIALS & ADMINISTRATORS	\$ 5,979.06	4	3	1	0	0	0	0	0	0	0	0	0	0
T.E DIRECTOR	7086	OFFICIALS & ADMINISTRATORS	\$ 7,118.72	1	0	1	0	0	0	0	0	0	0	0	0	0
RDS. ENVIR STATE ADMIN	7123	OFFICIALS & ADMINISTRATORS	\$ 4,402.77	4	4	0	0	0	0	0	0	0	0	0	0	0
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 7,579.46	1	1	0	0	0	0	0	0	0	0	0	0	0
T.E SPECIALIST	7083	PROFESSIONALS	\$ 6,122.78	10	8	2	0	0	0	0	0	0	0	0	0	0
T.E.I	7094	PROFESSIONALS	\$ 3,889.23	3	2	1	0	0	0	0	0	0	0	0	0	0
T.E.II	7095	PROFESSIONALS	\$ 5,625.20	4	4	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH II	7097	PROFESSIONALS	\$ 4,352.00	2	2	0	0	0	0	0	0	0	0	0	0	0
T.E. TECH III	7088	PROFESSIONALS	\$ 4,583.02	8	8	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,087.34	4	0	4	0	0	0	0	0	0	0	0	0	0
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 3,655.08	1	1	0	0	0	0	0	0	0	0	0	0	0
RESOURCE MGT ANALYST II	7321	PROFESSIONALS	\$ 4,500.90	1	0	1	0	0	0	0	0	0	0	0	0	0
GEOPROC SPEC II	9781	PROFESSIONALS	\$ 2,966.58	1	0	1	0	0	0	0	0	0	0	0	0	0
PROD COORD	9615	PROFESSIONALS	\$ 2,730.10	1	0	1	0	0	0	0	0	0	0	0	0	0
PROC DEV COORD	9622	PROFESSIONALS	\$ 2,994.90	1	0	1	0	0	0	0	0	0	0	0	0	0
TRANS BRIDGE INSPECTOR III	7023	PROFESSIONALS	\$ 4,848.48	1	1	0	0	0	0	0	0	0	0	0	0	0
T.E. ASST. II	7077	PARA-PROFESSIONALS	\$ 2,006.08	1	0	1	0	0	0	0	0	0	0	0	0	0
ENG IN TRAINING II	7028	TECHNICIANS	\$ 4,713.14	2	2	0	0	0	0	0	0	0	0	0	0	0
OFC. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 1,658.16	1	0	1	0	0	0	0	0	0	0	0	0	0
SIGN MAKER II	1019	SKILLED CRAFT	\$ 2,021.41	1	1	0	0	0	0	0	0	0	0	0	0	0
SIGN MAKER III	1021	SKILLED CRAFT	\$ 2,980.78	3	3	0	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER II	1042	SKILLED CRAFT	\$ 1,945.49	1	1	0	0	0	0	0	0	0	0	0	0	0
HWY EQUIP OPER IV	1043	SKILLED CRAFT	\$ 2,653.04	2	2	0	0	0	0	0	0	0	0	0	0	0
Total				58	49	9	0	0	0	0	0	0	0	0	0	0



Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total		F	M	T	B	AS/PI	A/VAN	H	Total Males
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	0	1	0	1	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,250.54	2	2	0	0	2	0	0	0	1	0
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 2,837.20	1	0	1	0	1	0	0	0	0	0
INT POLICY ANALYST III	9429	PROFESSIONALS	\$ 3,868.59	7	1	6	0	7	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,446.32	1	0	1	0	1	0	0	0	0	0
MEDICAID SERV SPEC III	9691	PROFESSIONALS	\$ 4,122.26	4	0	4	0	4	0	0	0	0	0
EXECUTIVE SECRETARY II	9927	OFFICE & CLERICAL	UNGRADED	1	0	1	0	1	0	0	0	0	0
Total				16	3	13	0	16	0	0	0	1	0

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total		F	M	T	B	AS/PI	A/VAN	H	Total Males
COMMISSIONER	0107	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	0	1	0	0	0	0	0
EXEC STAFF ADVISOR	9616	OFFICIALS & ADMINISTRATORS	\$ 4,821.90	1	0	1	0	1	0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 3,927.80	1	0	1	0	1	0	0	0	0	0
SPECIAL ASST	0961	PROFESSIONALS	UNGRADED	1	1	0	0	1	0	0	0	0	0
ADMIN COORDINATOR	0965	PROFESSIONALS	UNGRADED	1	1	0	0	1	0	0	0	0	0
INT POLICY ANALYST II	9428	PROFESSIONALS	\$ 3,722.88	3	0	3	0	3	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,527.07	2	0	2	0	2	0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,714.11	2	0	2	0	2	0	0	0	0	0
EXEC SECRETARY II	9927	OFFICE & CLERICAL	UNGRADED	1	0	1	0	1	0	0	0	0	0
OFC. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 1,803.25	2	2	0	0	2	1	0	0	0	1
Total				15	5	10	0	15	1	0	0	0	1

WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total		F	M	T	B	AS/PI	A/VAN	H	Total Males
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,757.62	1	1	0	0	1	1	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,087.67	2	0	2	0	2	0	0	0	0	0
ADMIN SPEC I	9611	PROFESSIONALS	\$ 1,997.14	7	1	6	0	7	0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,412.05	4	3	1	0	4	1	0	0	0	1
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,074.23	19	5	14	0	19	1	0	0	0	1
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 4,337.22	5	2	3	0	5	0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,988.64	1	0	1	0	1	0	0	0	0	0
OFC. SUPPORT ASST. II	9003	OFFICE & CLERICAL	\$ 2,286.18	3	0	3	0	3	0	0	0	0	0
ADMIN. ASST.	9608	PARA-PROFESSIONALS	\$ 2,312.50	0	1	4	0	5	0	0	0	0	0
Total				42	13	29	0	42	2	0	0	0	2



## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total	M	F			AS/PI	AV/AN	H	Total Males	
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,452.68	2	1	1			0	0	0	0	0
DIV DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0			0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,631.10	3	2	1			0	0	0	0	0
ACCOUNTANT III	9108	PROFESSIONALS	\$ 2,106.40	1	0	1			0	0	0	0	0
TAX PAYER SVCS SPEC I	9538	PROFESSIONALS	\$ 2,626.09	2	2	0			0	0	0	0	0
TAX PAYER SVCS SPEC II	9539	PROFESSIONALS	\$ 2,783.28	1	1	0			0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 2,196.60	4	1	3			0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,721.43	20	5	15			0	0	0	2	1
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 3,995.77	5	2	3			0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,465.99	9	4	5			0	0	0	0	0
RESOURCE MGT ANALYST II	7321	PROFESSIONALS	\$ 4,129.80	2	1	1			0	0	0	0	0
Total				60	29	31			0	0	0	4	0

## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total	M	F			AS/PI	AV/AN	H	Total Males	
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS	\$ 5,999.80	2	1	1			0	0	0	0	0
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,484.24	4	3	1			0	0	0	0	0
DIV DIRECTOR	9618	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0			0	0	0	0	0
TRANS HRG OFFICER I	2452	PROFESSIONALS	\$ 3,633.93	16	6	10			0	0	0	0	0
RES. MGT ANALYST II	7321	PROFESSIONALS	\$ 2,937.20	2	1	1			0	0	0	0	0
RES. MGT ANALYST III	7322	OFFICIALS & ADMINISTRATORS	\$ 4,737.86	1	1	0			0	0	0	0	0
ADMIN SPEC II	9612	PROFESSIONALS	\$ 1,566.05	7	0	7			0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 3,012.97	37	7	30			0	0	0	1	0
ADMIN SECT SUPRV	9614	PROFESSIONALS	\$ 4,046.50	10	2	8			0	0	0	0	0
PROG COORD	9615	PROFESSIONALS	\$ 3,657.84	3	0	3			0	0	0	0	0
BOARD MEMBER	104	PROFESSIONALS	UNGRADED	6	6	0			0	0	0	0	0
ADMIN SPEC I	9611	TECHNICIANS	\$ 1,915.10	1	1	0			0	0	0	0	0
Total				89	29	60			0	0	0	1	0

## WORKFORCE ANALYSIS

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary Range	All Employees					MALES				
				Total	M	F			AS/PI	AV/AN	H	Total Males	
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0			0	0	0	0	0
EXEC STAFF ADVISOR	9616	OFFICIALS & ADMINISTRATORS	\$ 3,940.88	1	0	1			0	0	0	0	0
ADMIN SPEC III	9613	PROFESSIONALS	\$ 2,600.08	1	0	1			0	0	0	0	0
BOARD MEMBER	104	PROFESSIONALS	UNGRADED	11	9	2			0	0	0	0	0
EXEC SECRETARY II	9627	OFFICE & CLERICAL	UNGRADED	1	0	1			0	0	0	0	0
MTR VEH DLR DIST ADMIN	2492	PROTECTIVE SERVICE WORKER	\$ 2,971.00	5	4	1			0	0	0	0	0
Total				22	14	8			0	0	0	0	0



## **WORKFORCE AGENCY WIDE ANALYSIS**

Reflects the Kentucky Transportation Cabinet's total workforce population by EEO-4 category, percentage of females and minorities.

Barrier: Effective August 15, 2008, the Kentucky Personnel Cabinet no longer provides an applicant's race, national origin or gender on certified registers or on the candidate's application for employment. This information is solicited on a voluntarily basis from applicants, therefore, the data captured in the Kentucky Human Resource Information System (KHRIS) yields a number of "unknowns."



Department/Unit: CABINET TOTALS: TRANSPORTATION CABINET

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am.Indian Male	Total
Officials/Administrators	56	3	0	0	0	1	269	3	1	0	0	0	333
	16.8%	0.9%	0.0%	0.0%	0.0%	0.3%	80.8%	0.9%	0.3%	0.0%	0.0%	0.0%	7.1%
Professionals	545	47	1	8	2	2	994	46	3	6	1	1	1656
	32.9%	2.8%	0.1%	0.5%	0.1%	0.1%	60.0%	2.8%	0.2%	0.4%	0.1%	0.1%	35.2%
Technicians	61	10	1	1	1	0	297	6	0	2	1	0	380
	16.1%	2.6%	0.3%	0.3%	0.3%	0.0%	78.2%	1.6%	0.0%	0.5%	0.3%	0.0%	8.1%
Protective Service	1	0	0	0	0	0	4	0	0	0	0	0	5
	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Para-Professionals	18	1	0	0	0	0	75	5	1	0	1	0	101
	17.9%	1.0%	0.0%	0.0%	0.0%	0.0%	74.3%	5.0%	1.0%	0.0%	1.0%	0.0%	2.1%
Administrative Support	40	4	0	0	0	0	44	4	1	0	0	0	93
	43.0%	4.3%	0.0%	0.0%	0.0%	0.0%	47.3%	4.3%	1.1%	0.0%	0.0%	0.0%	2.0%
Skilled Craft	42	3	0	1	0	0	1810	83	2	1	0	1	1743
	2.4%	0.2%	0.0%	0.1%	0.0%	0.0%	92.4%	4.8%	0.1%	0.1%	0.0%	0.1%	37.1%
Service Workers	30	1	0	0	0	0	349	7	0	0	1	1	389
	7.7%	0.3%	0.0%	0.0%	0.0%	0.0%	89.7%	1.8%	0.0%	0.0%	1.0%	0.3%	8.3%
Total	793	69	2	10	3	3	3642	154	8	9	4	3	4700



# **WORKFORCE AGENCY WIDE ANALYSIS BY DEPARTMENT**

Reflects the Kentucky Transportation Cabinet's total workforce population by Office, Department, Division, and District.

This information was provided by the Kentucky Personnel Cabinet through the Kentucky Human Resource Information System (KHRIS).



Department/Unit: OFFICE OF THE SECRETARY /  
Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	1	0	0	0	0	7	1	0	0	0	0	11
%	18.2%	9.1%	0.0%	0.0%	0.0%	0.0%	63.6%	9.1%	0.0%	0.0%	0.0%	0.0%	39.3%
Professionals	10	1	0	1	0	0	2	0	0	0	0	0	14
%	71.4%	0.0%	0.0%	7.1%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	3	0	0	0	0	0	0	0	0	0	0	0	3
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.7%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	15	2	0	1	0	0	9	1	0	0	0	0	28

Department/Unit: OFFICE OF THE SECRETARY / OFFICE OF PUBLIC AFFAIRS  
Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%
Professionals	1	0	0	0	0	0	3	0	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective/Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4	0	0	0	0	0	3	0	0	0	0	0	7



Department/Unit OFFICE OF THE SECRETARY / O. C. R. S. B. D.													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	1	0	0	0	0	0	1	0	0	0	0	2
%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Professionals	2	1	0	0	0	0	1	2	0	0	0	0	6
%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	75.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective/Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative/Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	2	0	0	0	0	1	3	0	0	0	0	8



Department/Unit: OFFICE OF THE SECRETARY / OFFICE OF BUDGET & FISCAL MANAGEMENT													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	5	0	0	0	0	0	7	0	0	0	0	0	12
%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%
Professionals	22	0	0	1	0	0	6	0	0	0	0	0	29
%	75.9%	0.0%	0.0%	3.4%	0.0%	0.0%	20.7%	0.0%	0.0%	0.0%	0.0%	0.0%	69.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	28	0	0	1	0	0	13	0	0	0	0	0	42

Department/Unit: OFFICE OF LEGAL SERVICES /													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	1	0	0	0	0	0	3
%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%
Professionals	27	1	0	0	0	0	11	2	0	0	0	0	41
%	65.9%	2.4%	0.0%	0.0%	0.0%	0.0%	26.8%	4.9%	0.0%	0.0%	0.0%	0.0%	91.1%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.00%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	2.2%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	30	1	0	0	0	0	12	2	0	0	0	0	45



Department/Unit: OFFICE OF SECRETARY/OFFICE OF SUPPORT SERVICES /													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	1	0	0	0	0	7	0	0	0	0	0	10
%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	70.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.9%
Professionals	7	1	0	0	0	0	12	0	0	0	0	0	20
%	35.0%	5.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.9%
Technicians	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Skilled/Craft	0	0	0	0	0	0	22	0	0	0	0	0	22
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	3	1	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	10	2	0	0	0	0	46	1	0	0	0	0	59

Department/Unit: OFFICE OF SUPPORT SERVICES / DIVISION OF FACILITIES MANAGEMENT

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	1	0	0	0	0	2	0	0	0	0	0	4
%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%
Professionals	3	1	0	0	0	0	6	0	0	0	0	0	10
%	30.0%	10.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.8%
Technicians	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%
Skilled/Craft	0	0	0	0	0	0	21	1	0	0	0	0	22
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	95.5%	4.5%	0.0%	0.0%	0.0%	0.0%	52.4%
Service/Maintenance	0	0	0	0	0	0	3	1	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	9.5%
Total	5	2	0	0	0	0	33	2	0	0	0	0	42



Department/Unit: OFFICE OF SUPPORT SERVICES / GRAPHIC DESIGN & PRINTING													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	4	0	0	0	0	0	5
%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%
Professionals	4	0	0	0	0	0	5	0	0	0	0	0	9
%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	56.3%
Technicians	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	5	0	0	0	0	0	11	0	0	0	0	0	16

Department/Unit: DEPARTMENT OF AVIATION /

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	6	0	0	0	0	0	7
%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Professionals	4	0	0	0	0	0	5	0	0	0	0	0	9
%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	32.1%
Technicians	0	0	0	0	0	0	7	1	0	0	0	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	28.6%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	5	0	0	0	0	0	22	1	0	0	0	0	28



Department/Unit: DEPARTMENT OF AVIATION / CAPITAL CITY AIRPORT  
Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Professionals	1	0	0	0	0	0	2	0	0	0	0	0	3
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	18.8%
Technicians	0	0	0	0	0	0	6	1	0	0	0	0	7
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	43.8%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Total	1	0	0	0	0	0	14	1	0	0	0	0	16

Department/Unit: DEPARTMENT OF AVIATION / GREATER COMMONWEALTH AVIATION DIVISION  
Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%
Professionals	2	0	0	0	0	0	2	0	0	0	0	0	4
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%
Para-Professionals	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	0	0	0	0	0	5	0	0	0	0	0	7



Department/Unit: OFFICE OF HUMAN RESOURCE MANAGEMENT / DIVISION OF PERSONNEL ADMINISTRATION													
Employment Data - as of 12/31/11													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	1	0	0	0	0	0	3
%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	27.3%
Professionals	8	0	0	0	0	0	0	0	0	0	0	0	8
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective/Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative/Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	10	0	0	0	0	0	1	0	0	0	0	0	11

Department/Unit: OFFICE OF HUMAN RESOURCE MANAGEMENT / DIVISION OF PROFESSIONAL DEV & ORG MGT													
Employment Data - as of 12/31/11													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	3	0	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%
Professionals	3	1	1	0	0	0	2	0	0	0	0	0	7
%	42.9%	14.3%	14.3%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	63.6%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective/Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative/Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4	1	1	0	0	0	5	0	0	0	0	0	11



Department/Unit: OFFICE OF HUMAN RESOURCE MANAGEMENT / DIVISION OF EMPLOYEE MANAGEMENT													
Employment Data - as of 12/31/11													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
Professionals	2	0	0	0	0	0	6	0	0	0	0	0	8
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	3	0	0	0	0	0	7	0	0	0	0	0	10
Department/Unit: OFFICE OF SECRETARY/OFFICE OF INFORMATION TECHNOLOGY													
Employment Data - as of 12/31/11													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	3	0	0	0	0	0	8	0	0	0	0	0	11
%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	0.0%	0.0%	0.0%	0.0%	0.0%	23.9%
Professionals	8	0	0	0	0	0	21	2	0	1	0	0	32
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	65.6%	6.3%	0.0%	3.1%	0.0%	0.0%	69.6%
Technicians	0	0	0	1	0	0	1	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	12	0	0	1	0	0	30	2	0	1	0	0	46



Department/Unit: OFFICE OF SECRETARY/OFFICE OF TRANSPORTATION DELIVERY													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	1	0	1	0	0	0	3
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	17.6%
Professionals	10	2	0	0	0	0	1	0	0	0	0	0	13
%	76.9%	15.4%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	76.5%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	12	2	0	0	0	0	2	0	1	0	0	0	17

Department/Unit: DEPARTMENT OF HIGHWAYS													
Employment Data - as of 12/31/11													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	25	0	0	0	0	1	207	0	1	0	0	0	234
%	10.7%	0.0%	0.0%	0.0%	0.0%	0.4%	88.5%	0.0%	0.4%	0.0%	0.0%	0.0%	6.2%
Professionals	333	24	0	5	1	2	865	34	3	5	1	1	1274
%	26.1%	1.9%	0.0%	0.4%	0.1%	0.2%	67.9%	2.7%	0.2%	0.4%	0.1%	0.1%	33.7%
Para-Professionals	15	0	0	0	0	0	72	5	1	0	1	0	94
%	16.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.6%	5.3%	1.1%	0.0%	1.1%	0.0%	2.5%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	27	3	0	0	0	0	43	3	1	0	0	0	77
%	35.1%	3.9%	0.0%	0.0%	0.0%	0.0%	55.8%	3.9%	1.3%	0.0%	0.0%	0.0%	2.0%
Skilled/Craft	41	3	0	1	0	0	1588	83	2	1	0	1	1720
%	2.4%	0.2%	0.0%	0.1%	0.0%	0.0%	92.3%	4.8%	0.1%	0.1%	0.0%	0.1%	45.5%
Service/Maintenance	30	1	0	0	0	0	342	6	1	0	1	1	382
%	7.9%	0.3%	0.0%	0.0%	0.0%	0.0%	89.5%	1.6%	0.3%	0.0%	0.3%	0.3%	10.1%
Total	471	31	0	6	1	0	3117	131	9	6	3	3	3781



Department/Unit: DEPARTMENT OF HIGHWAYS/OFFICE OF PROJECT DEVELOPMENT													
Employment Data - as of 12/31/11													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	0	0	0	0	0	0	0	0	0	0	0	2
Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 1													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	11	0	0	0	0	0	12
%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	91.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%
Professionals	16	1	0	0	0	0	43	2	1	0	0	0	63
%	25.4%	1.6%	0.0%	0.0%	0.0%	0.0%	68.3%	3.2%	1.6%	0.0%	0.0%	0.0%	20.2%
Technicians	5	0	0	0	0	0	16	1	0	0	0	0	22
%	22.7%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	4.5%	0.0%	0.0%	0.0%	0.0%	7.1%
Para-Professionals	1	0	0	0	0	0	5	0	0	0	0	0	6
%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Skilled/Craft	5	1	0	0	0	0	147	10	0	0	0	0	163
%	3.1%	0.6%	0.0%	0.0%	0.0%	0.0%	90.2%	6.1%	0.0%	0.0%	0.0%	0.0%	52.2%
Service/Maintenance	3	1	0	0	0	0	39	1	0	0	0	0	44
%	6.8%	2.3%	0.0%	0.0%	0.0%	0.0%	88.6%	2.3%	0.0%	0.0%	0.0%	0.0%	14.1%
Total	33	3	0	0	0	0	261	14	1	0	0	0	312



Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 2

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	7	0	0	0	0	0	8
%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%
Professionals	16	1	0	0	0	0	34	1	0	0	0	0	52
%	30.8%	1.9%	0.0%	0.0%	0.0%	0.0%	65.4%	1.9%	0.0%	0.0%	0.0%	0.0%	15.9%
Technicians	6	2	0	0	0	0	20	0	0	0	0	0	28
%	21.4%	7.1%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%
Para-Professionals	2	0	0	0	0	0	4	0	0	0	0	0	6
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled/Craft	9	1	0	0	0	0	161	13	0	0	0	0	184
%	4.9%	0.5%	0.0%	0.0%	0.0%	0.0%	87.5%	7.1%	0.0%	0.0%	0.0%	0.0%	56.1%
Service/Maintenance	3	0	0	0	0	0	45	0	0	1	0	0	49
%	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	91.8%	0.0%	0.0%	2.0%	0.0%	0.0%	14.9%
Total	38	4	0	0	0	0	271	14	0	1	0	0	328

Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 3

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	9	0	0	0	0	0	9
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%
Professionals	21	1	0	0	0	0	54	1	0	0	0	0	77
%	27.3%	1.3%	0.0%	0.0%	0.0%	0.0%	70.1%	1.3%	0.0%	0.0%	0.0%	0.0%	25.4%
Technicians	6	1	0	0	1	0	22	0	0	0	1	0	31
%	19.4%	3.2%	0.0%	0.0%	3.2%	0.0%	71.0%	0.0%	0.0%	0.0%	3.2%	0.0%	10.2%
Para-Professionals	2	0	0	0	0	0	4	0	0	0	0	0	6
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Skilled/Craft	2	0	0	0	0	0	122	6	1	0	0	0	131
%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	93.1%	4.6%	0.8%	0.0%	0.0%	0.0%	43.2%
Service/Maintenance	6	0	0	0	0	0	40	1	0	0	0	0	47
%	12.8%	0.0%	0.0%	0.0%	0.0%	0.0%	85.1%	2.1%	0.0%	0.0%	0.0%	0.0%	15.5%
Total	39	2	0	0	1	0	251	8	1	0	1	0	303



Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 4													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	11	0	0	0	0	0	13
%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	84.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
Professionals	21	0	0	0	0	0	38	2	0	0	0	0	61
%	34.4%	0.0%	0.0%	0.0%	0.0%	0.0%	62.3%	3.3%	0.0%	0.0%	0.0%	0.0%	20.1%
Technicians	3	1	0	0	0	0	20	0	0	0	0	0	24
%	12.5%	4.2%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	7.9%
Para-Professional	0	0	0	0	0	0	10	0	0	0	0	0	10
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	7	0	0	0	0	0	137	13	0	0	0	0	157
%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.3%	8.3%	0.0%	0.0%	0.0%	0.0%	51.8%
Service/Maintenance	2	0	0	0	0	0	34	1	0	0	1	0	38
%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	89.5%	2.6%	0.0%	0.0%	2.6%	0.0%	12.5%
Total	35	1	0	0	0	0	250	16	0	0	1	0	303
Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 5													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	14	0	0	0	0	0	16
%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%
Professionals	24	1	0	1	1	1	69	5	1	1	0	0	104
%	23.1%	1.0%	0.0%	1.0%	1.0%	1.0%	66.3%	4.8%	1.0%	1.0%	0.0%	0.0%	35.9%
Technicians	5	1	0	0	0	0	25	1	0	0	0	0	32
%	15.6%	3.1%	0.0%	0.0%	0.0%	0.0%	78.1%	3.1%	0.0%	0.0%	0.0%	0.0%	11.0%
Para-Professionals	1	0	0	0	0	0	14	1	0	0	0	0	16
%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	6.3%	0.0%	0.0%	0.0%	0.0%	5.5%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	0	1	0	0	0	0	100	10	0	0	0	0	111
%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	90.1%	9.0%	0.0%	0.0%	0.0%	0.0%	38.3%
Service/Maintenance	2	0	0	0	0	0	6	1	1	0	0	0	10
%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	10.0%	10.0%	0.0%	0.0%	0.0%	3.4%
Total	35	3	0	1	1	0	228	18	2	1	0	0	290



Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 6													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	13	0	0	0	0	0	13
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%
Professionals	22	2	0	0	0	0	69	1	0	0	0	0	94
%	23.4%	2.1%	0.0%	0.0%	0.0%	0.0%	73.4%	1.1%	0.0%	0.0%	0.0%	0.0%	34.7%
Technicians	4	0	0	0	0	0	23	0	0	0	0	0	27
%	14.8%	0.0%	0.0%	0.0%	0.0%	0.0%	85.2%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	5	0	0	0	0	0	5
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Skilled Craft	7	0	0	0	0	0	109	1	1	0	0	0	118
%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	92.4%	0.8%	0.8%	0.0%	0.0%	0.0%	43.5%
Service/Maintenance	0	0	0	0	0	0	13	0	0	0	0	0	13
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#DIV/0!
Total	34	2	0	0	0	0	232	2	1	0	0	0	271

Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 7													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	14	0	0	0	0	0	16
%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	5.1%
Professionals	22	5	0	0	0	0	72	4	0	0	0	0	103
%	21.4%	4.9%	0.0%	0.0%	0.0%	0.0%	69.9%	3.9%	0.0%	0.0%	0.0%	0.0%	32.9%
Technicians	5	0	1	0	0	0	28	0	0	0	0	0	34
%	14.7%	0.0%	2.9%	0.0%	0.0%	0.0%	82.4%	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%
Para-Professionals	0	0	0	0	0	0	5	2	0	0	1	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	25.0%	0.0%	0.0%	12.5%	0.0%	2.6%
Administrative Support	0	1	0	0	0	0	0	0	0	0	0	0	1
%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	2	0	0	0	0	0	107	6	0	1	0	0	116
%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	92.2%	5.2%	0.0%	0.9%	0.0%	0.0%	37.1%
Service/Maintenance	2	0	0	0	0	0	33	0	0	0	0	0	35
%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	94.3%	0.0%	0.0%	0.0%	0.0%	0.0%	11.2%
Total	33	6	1	0	0	0	259	12	0	1	1	0	313



Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 8  
Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	13	0	0	0	0	0	14
%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	92.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.7%
Professionals	18	2	0	1	0	0	53	3	0	0	0	0	77
%	23.4%	2.6%	0.0%	1.3%	0.0%	0.0%	68.8%	3.9%	0.0%	0.0%	0.0%	0.0%	25.6%
Technicians	4	0	0	0	0	0	19	0	0	0	0	0	23
%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	82.6%	0.0%	0.0%	0.0%	0.0%	0.0%	7.6%
Para-Professionals	1	0	0	0	0	0	3	0	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	2	0	0	0	0	0	166	6	0	0	0	0	174
%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	95.4%	3.4%	0.0%	0.0%	0.0%	0.0%	57.8%
Service/Maintenance	3	0	0	0	0	0	5	0	0	0	0	0	8
%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%
Total	30	2	0	1	0	0	259	9	0	0	0	0	301

Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 9  
Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	12	0	0	0	0	0	14
%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%
Professionals	19	1	0	0	0	0	44	2	0	0	0	0	66
%	28.8%	1.5%	0.0%	0.0%	0.0%	0.0%	66.7%	3.0%	0.0%	0.0%	0.0%	0.0%	25.2%
Technicians	0	0	0	0	0	0	21	0	0	0	0	0	21
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%
Para-Professionals	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
Administrative Support	1	0	0	0	0	0	0	1	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.8%
Skilled Craft	1	0	0	0	0	0	128	9	0	0	0	0	138
%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	92.8%	6.5%	0.0%	0.0%	0.0%	0.0%	52.7%
Service/Maintenance	0	0	0	0	0	0	19	0	0	0	0	0	19
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%
Total	23	1	0	0	0	0	226	12	0	0	0	0	262



Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 10													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	9	0	0	0	0	0	10
%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%
Professionals	18	0	0	0	0	0	57	0	0	0	0	0	75
%	24.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.9%
Technicians	2	0	0	0	0	0	18	0	0	1	0	0	21
%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	4.8%	0.0%	0.0%	7.2%
Para-Professionals	1	0	0	0	0	0	1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Administrative Support	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled/Craft	3	0	0	0	0	0	145	2	0	0	0	0	150
%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	96.7%	1.3%	0.0%	0.0%	0.0%	0.0%	51.7%
Service/Maintenance	1	0	0	0	0	0	30	0	0	0	0	0	31
%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	96.8%	0.0%	0.0%	0.0%	0.0%	0.0%	10.7%
Total	26	0	0	0	0	0	261	2	0	1	0	0	290
Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 11													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	16	0	0	0	0	0	16
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.4%
Professionals	21	1	0	0	0	0	62	1	0	0	0	0	85
%	24.7%	1.2%	0.0%	0.0%	0.0%	0.0%	72.9%	1.2%	0.0%	0.0%	0.0%	0.0%	28.6%
Technicians	2	0	0	0	0	0	21	1	0	0	0	0	24
%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	4.2%	0.0%	0.0%	0.0%	0.0%	8.1%
Para-Professionals	4	0	0	0	0	0	5	0	0	0	0	0	9
%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%
Administrative Support	2	1	0	0	0	0	0	0	0	0	0	0	3
%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Skilled/Craft	3	0	0	1	0	0	118	7	0	0	0	0	129
%	2.3%	0.0%	0.0%	0.8%	0.0%	0.0%	91.5%	5.4%	0.0%	0.0%	0.0%	0.0%	43.4%
Service/Maintenance	7	0	0	0	0	0	23	1	0	0	0	0	31
%	22.6%	0.0%	0.0%	0.0%	0.0%	0.0%	74.2%	3.2%	0.0%	0.0%	0.0%	0.0%	10.4%
Total	39	2	0	1	0	0	245	10	0	0	0	0	297



Department/Unit: DEPARTMENT OF HIGHWAYS / DISTRICT 12													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am. Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	3	0	0	0	0	0	10	0	0	0	0	0	13
%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	76.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.4%
Professionals	25	2	0	0	0	0	56	5	0	1	0	0	89
%	28.1%	2.2%	0.0%	0.0%	0.0%	0.0%	62.9%	5.6%	0.0%	1.1%	0.0%	0.0%	30.2%
Technicians	4	0	0	0	0	0	11	1	0	0	0	0	16
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	68.8%	6.3%	0.0%	0.0%	0.0%	0.0%	5.4%
Para-Professionals	0	0	0	0	0	0	8	2	1	0	0	0	11
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	18.2%	9.1%	0.0%	0.0%	0.0%	3.7%
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Skilled/Craft	0	0	0	0	0	0	135	0	0	0	0	1	136
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	99.3%	0.0%	0.0%	0.0%	0.0%	0.7%	46.1%
Service/Maintenance	0	0	0	0	0	0	28	0	0	0	0	0	28
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%
Total	34	2	0	0	0	0	248	8	1	1	0	1	295

Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF PLANNING

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am. Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	5	0	0	0	0	0	6
%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	13.0%
Professionals	14	0	0	0	0	0	23	2	0	1	0	0	40
%	35.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.5%	5.0%	0.0%	2.5%	0.0%	0.0%	87.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	15	0	0	0	0	0	28	2	0	1	0	0	46



Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF STRUCTURAL DESIGN													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	8	0	0	0	0	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.0%
Professionals	2	0	0	0	0	0	30	1	0	2	0	0	35
%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	2.9%	0.0%	5.7%	0.0%	0.0%	70.0%
Technicians	1	0	0	0	0	0	2	0	0	0	0	0	3
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%
Para-Professionals	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	3	0	0	0	0	0	44	1	0	2	0	0	50

Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF HIGHWAY DESIGN													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	1	9	0	0	0	0	0	10
%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.6%
Professionals	7	2	0	0	0	0	28	0	1	0	0	0	38
%	18.4%	5.3%	0.0%	0.0%	0.0%	0.0%	73.7%	0.0%	2.6%	0.0%	0.0%	0.0%	74.5%
Technicians	0	1	0	0	0	0	1	0	0	1	0	0	3
%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	5.9%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	7	3	0	0	0	0	38	0	1	1	0	0	51



Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF ENVIRONMENTAL ANALYSIS													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	5	1	0	0	0	0	6
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	20.0%
Professionals	4	0	0	0	0	0	19	0	0	0	0	0	23
%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	82.6%	0.0%	0.0%	0.0%	0.0%	0.0%	76.7%
Para-Professionals	1	0	0	0	0	0	0	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	5	0	0	0	0	0	24	1	0	0	0	0	30
Department/Unit: DEPARTMENT OF HIGHWAYS / OFFICE OF PROJECT DELIVERY & PRESERVATION													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Professionals	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	1	0	0	0	0	0	3	0	0	0	0	0	4



Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF CONSTRUCTION													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	3	0	0	0	0	0	2	0	0	0	0	0	5
%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.7%
Professionals	5	0	0	0	0	1	11	1	0	0	0	0	18
%	27.8%	0.0%	0.0%	0.0%	0.0%	5.6%	61.1%	5.6%	0.0%	0.0%	0.0%	0.0%	78.3%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	8	0	0	0	0	0	13	1	0	0	0	0	23

Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF MATERIALS													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	3	0	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%
Professionals	4	2	0	2	0	0	25	2	0	0	0	0	35
%	11.4%	5.7%	0.0%	5.7%	0.0%	0.0%	71.4%	5.7%	0.0%	0.0%	0.0%	0.0%	89.7%
Technicians	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%
Para-Professionals	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4	2	0	2	0	0	29	2	0	0	0	0	39



Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF CONSTRUCTION PROCUREMENT													
Employment Data - as of t2/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.4%
Professionals	9	0	0	0	0	0	4	0	0	0	0	0	13
%	69.2%	0.0%	0.0%	0.0%	0.0%	0.0%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	56.5%
Technicians	2	1	0	0	0	0	0	1	0	0	0	0	4
%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	17.4%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	13	1	0	0	0	0	8	1	0	0	0	0	23
Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF EQUIPMENT													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.9%
Professionals	6	0	0	0	0	0	7	0	0	0	0	0	13
%	46.2%	0.0%	0.0%	0.0%	0.0%	0.0%	53.8%	0.0%	0.0%	0.0%	0.0%	0.0%	28.9%
Technicians	0	0	0	0	0	0	19	0	0	0	0	0	19
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.2%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	7	0	0	0	0	0	7
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.6%
Service/Maintenance	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.4%
Total	6	0	0	0	0	0	39	0	0	0	0	0	45



Department/Unit: DEPARTMENT OF HIGHWAYS /DIVISION OF RIGHT OF WAY & UTILITIES													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	3	0	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%
Professionals	7	1	0	0	0	0	0	0	0	0	0	1	9
%	77.8%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	60.0%
Technicians	1	0	0	0	0	0	1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	9	1	0	0	0	0	4	0	0	0	0	1	15
Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF PRDGRAM MANAGEMENT													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%
Professionals	6	0	0	1	0	0	1	1	0	0	0	0	9
%	66.7%	0.0%	0.0%	11.1%	0.0%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	81.8%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	6	0	0	1	0	0	3	1	0	0	0	0	11



Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF TRAFFIC OPERATIONS													
Employment Data - as of 12/31/2011													

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.0%
Professionals	5	0	0	0	0	0	10	0	0	0	0	0	15
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%
Technicians	1	1	0	0	0	0	3	0	0	0	0	0	5
%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
Para-Professionals	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	7	1	0	0	0	0	17	0	0	0	0	0	25

Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF MAINTENANCE													
Employment Data - as of 12/31/2011													

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	8	0	0	0	0	0	10
%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.5%
Professionals	10	1	0	0	0	0	25	0	0	0	0	0	36
%	27.8%	2.8%	0.0%	0.0%	0.0%	0.0%	69.4%	0.0%	0.0%	0.0%	0.0%	0.0%	63.2%
Technicians	0	0	0	0	0	0	3	0	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.0%
Service/Maintenance	0	0	0	0	0	0	3	0	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%
Total	13	1	0	0	0	0	43	0	0	0	0	0	57



Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF PROFESSIONAL SERVICES													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
Professionals	2	1	0	0	0	0	1	0	0	0	0	0	4
%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	1	0	0	0	0	0	0	0	0	0	0	1
%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	2	0	0	0	0	2	0	0	0	0	0	6

Department/Unit: DEPARTMENT OF HIGHWAYS/OFFICE OF HIGHWAY SAFETY

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#REF!
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	0	0	0	0	0	0	1	0	0	0	0	0	1



Department/Unit: DEPARTMENT OF HIGHWAYS/DIVISION OF INCIDENT MANAGEMENT													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	3	0	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%
Professionals	1	0	0	0	0	0	6	0	0	0	0	0	7
%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	15.6%
Technicians	3	1	0	0	0	0	7	0	0	0	0	0	11
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	1	0	0	0	0	0	22	1	0	0	0	0	24
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	5	1	0	0	0	0	38	1	0	0	0	0	45
Department/Unit: DEPARTMENT OF HIGHWAYS/DIVISION OF HIGHWAY SAFETY PROGRAMS													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.8%
Professionals	5	0	0	0	0	0	10	0	0	0	0	0	15
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	88.2%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	6	0	0	0	0	0	11	0	0	0	0	0	17



Department/Unit: DEPARTMENT OF VEHICLE REGULATION /													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	8	1	0	0	0	0	12	1	0	0	0	0	22
%	36.4%	4.5%	0.0%	0.0%	0.0%	0.0%	54.5%	4.5%	0.0%	0.0%	0.0%	0.0%	11.1%
Professionals	98	15	0	0	1	0	39	4	0	0	0	0	157
%	62.4%	9.6%	0.0%	0.0%	0.6%	0.0%	24.8%	2.5%	0.0%	0.0%	0.0%	0.0%	78.9%
Technicians	5	1	0	0	0	0	2	0	0	0	0	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	3	1	0	0	0	0	1	0	0	0	0	0	5
%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#DIV/0!
Protective Service	1	0	0	0	0	0	4	0	0	0	0	0	5
%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%
Administrative Support	4	1	0	0	0	0	1	1	0	0	0	0	7
%	57.1%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	3.5%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	116	18	0	0	1	0	58	6	0	0	0	0	199
Department/Unit: DEPARTMENT OF VEHICLE REGULATION / DIVISION OF MOTOR VEHICLE LICENSING													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	0	1	0	0	0	0	3
%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	6.4%
Professionals	14	5	0	0	0	0	9	1	0	0	0	0	29
%	48.3%	17.2%	0.0%	0.0%	0.0%	0.0%	31.0%	3.4%	0.0%	0.0%	0.0%	0.0%	61.7%
Technicians	5	1	0	0	0	0	1	0	0	0	0	0	7
%	71.4%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.9%
Para-Professionals	3	1	0	0	0	0	1	0	0	0	0	0	5
%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.6%
Administrative Support	2	1	0	0	0	0	0	0	0	0	0	0	3
%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.4%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	26	8	0	0	0	0	11	2	0	0	0	0	47



Department/Unit: DEPARTMENT OF VEHICLE REGULATION / DIVISION OF MOTOR CARRIERS													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	1	0	0	0	0	4	0	0	0	0	0	6
%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%
Professionals	24	3	0	0	1	0	13	2	0	0	0	0	43
%	55.8%	7.0%	0.0%	0.0%	2.3%	0.0%	30.2%	4.7%	0.0%	0.0%	0.0%	0.0%	87.8%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	25	4	0	0	1	0	17	2	0	0	0	0	49

Department/Unit: DEPARTMENT OF VEHICLE REGULATION / DIVISION OF DRIVER'S LICENSING													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	6	0	0	0	0	0	8
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%
Professionals	52	7	0	0	0	0	15	1	0	0	0	0	75
%	69.3%	9.3%	0.0%	0.0%	0.0%	0.0%	20.0%	1.3%	0.0%	0.0%	0.0%	0.0%	89.3%
Technicians	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	54	7	0	0	0	0	22	1	0	0	0	0	64



Department/Unit: DEPARTMENT OF RURAL & MUNICIPAL AID													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	3	0	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.5%
Professionals	3	0	0	0	0	0	7	1	0	0	0	0	11
%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	63.6%	9.1%	0.0%	0.0%	0.0%	0.0%	64.7%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.8%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	6	0	0	0	0	0	10	1	0	0	0	0	17

Department/Unit: DEPARTMENT OF RURAL & MUNICIPAL AID/OFFICE OF LOCAL PROGRAMS

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
Professionals	1	0	0	0	0	0	2	1	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	0	0	0	0	0	2	1	0	0	0	0	5



Department/Unit: DEPARTMENT OF RURAL & MUNICIPAL AID/OFFICE OF RURAL & SECONDARY ROADS  
Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Professionals	1	0	0	0	0	0	4	0	0	0	0	0	5
%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	0	0	0	0	0	6	0	0	0	0	0	8

Department/Unit: OFFICE OF SECRETARY/OFFICE OF AUDITS/

Employment Data - as of 12/13/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	4	0	0	0	0	0	8	0	0	0	0	0	12
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	27.3%
Professionals	13	2	0	2	0	0	14	1	0	0	0	0	32
%	40.6%	6.3%	0.0%	6.3%	0.0%	0.0%	43.8%	3.1%	0.0%	0.0%	0.0%	0.0%	72.7%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	17	2	0	2	0	0	22	1	0	0	0	0	44



Department/Unit: OFFICE OF SECRETARY/OFFICE OF AUDITS/DIVISION OF ROAD FUND AUDITS													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	3	0	0	0	0	0	5
%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.2%
Professionals	6	2	0	2	0	0	10	1	0	0	0	0	21
%	28.6%	9.5%	0.0%	9.5%	0.0%	0.0%	47.6%	4.8%	0.0%	0.0%	0.0%	0.0%	80.8%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	8	2	0	2	0	0	13	1	0	0	0	0	26

Department/Unit: OFFICE OF SECRETARY/OFFICE OF AUDITS/DIVISION OF AUDIT SERVICES													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	5	0	0	0	0	0	6
%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%
Professionals	6	0	0	0	0	0	4	0	0	0	0	0	10
%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	7	0	0	0	0	0	9	0	0	0	0	0	16



Department/Unit: OFFICE OF SECRETARY/OFFICE OF HUMAN RESOURCE MANAGEMENT													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	4	0	0	0	0	0	5	0	0	0	0	0	9
%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	25.7%
Professionals	14	0	0	0	0	0	8	3	0	0	0	0	25
%	56.0%	0.0%	0.0%	0.0%	0.0%	0.0%	32.0%	12.0%	0.0%	0.0%	0.0%	0.0%	71.4%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	19	0	0	0	0	0	13	3	0	0	0	0	35

Department/Unit: OFFICE OF SECRETARY/OFFICE OF BUDGET & FISCAL MANAGEMENT

Employment Data - as of 12/31/2011

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	5	1	0	0	0	0	11	1	0	0	0	0	18
%	27.8%	5.6%	0.0%	0.0%	0.0%	0.0%	61.1%	5.6%	0.0%	0.0%	0.0%	0.0%	27.3%
Professionals	28	1	0	1	0	0	11	2	0	0	0	0	43
%	65.1%	2.3%	0.0%	2.3%	0.0%	0.0%	25.6%	4.7%	0.0%	0.0%	0.0%	0.0%	65.2%
Technicians	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	4	0	0	0	0	0	0	0	0	0	0	0	4
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	38	2	0	1	0	0	22	3	0	0	0	0	66



Department/Unit: OFFICE OF SECRETARY/OFFICE OF BUDGET & FISCAL MANAGEMENT/DIVISION OF ACCOUNTS													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	3	0	0	0	0	0	5
%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.7%
Professionals	11	0	0	0	0	0	4	0	0	0	0	0	15
%	73.3%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	68.2%
Technicians	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%
Protective/Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	15	0	0	0	0	0	7	0	0	0	0	0	22

Department/Unit: OFFICE OF SECRETARY/OFFICE OF BUDGET & FISCAL MANAGEMENT/DIVISION OF PURCHASES													
Employment Data - as of 12/31/2011													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%
Professionals	7	0	0	0	0	0	0	0	0	0	0	0	7
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	77.8%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective/Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	8	0	0	0	0	0	1	0	0	0	0	0	9



## PERSONNEL ACTIVITIES

Table 5 reflects new hires, promotions, training, terminations, demotions, disciplinary and layoffs. The data source for new hires, demotions, promotions, and terminations was provided by the Kentucky Personnel Cabinet and the Kentucky Human Resource Information System (KHRIS). The data source for disciplinary actions was provided by the Office of Human Resource Management (OHRM). The data source for training was provided by OHRM's Division of Professional Development & Organizational Management.

The Transportation Cabinet did not have any lay-offs during 2011.



Table 5

## NEW HIRES AGENCY WIDE ANALYSIS

EEO-4 Job Category	Female							Total Males	Grand Total
	White	Black	Hispanic	Asian/Pacific	American Indian	Other	Total Females		
Officials/ Administrators	0	0	0	0	0	0	0	0	0
Professionals	8	1	0	0	0	0	10	0	20
Technicians	5	0	0	0	0	0	5	0	10
Protective Service	0	0	0	0	0	0	0	0	0
Paraprofessionals	1	0	0	0	0	0	1	0	1
Administrative Support	4	0	0	0	0	0	4	0	4
Skilled Craft	0	0	0	0	0	0	0	0	0
Service/Maintenance	5	0	0	0	0	0	5	0	5
Total	23	1	0	0	0	0	30	0	61

## PROMOTIONS AGENCY WIDE ANALYSIS

EEO-4 Job Category	Female							Total Males	Grand Total
	White	Black	Hispanic	Asian/Pacific	American Indian	Other	Total Females		
Officials/ Administrators	1	0	0	0	0	0	1	0	1
Professionals	14	0	0	0	0	0	14	0	14
Technicians	2	0	0	0	0	0	2	0	2
Protective Service	0	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0
Total	17	0	0	0	0	0	17	0	17

## TRAINING AGENCY WIDE ANALYSIS

EEO-4 Job Category	Female							Total Males	Grand Total
	White	Black	Hispanic	Asian/Pacific	American Indian	Other	Total Females		
Officials/ Administrators	192	7	0	5	0	0	204	8	827
Professionals	1001	84	0	4	3	1	1093	89	1941
Technicians	109	14	0	1	0	0	124	12	3034
Protective Service	1	0	0	0	0	0	1	4	810
Paraprofessionals	23	4	0	0	0	0	27	11	150
Administrative Support	51	3	1	0	0	0	55	2	59
Skilled Craft	152	8	0	2	0	0	162	255	6170
Service/Maintenance	72	1	0	1	0	0	74	33	1081
Total	1601	121	1	13	3	1	1740	410	10833

Table 5 continues



## TERMINATIONS AGENCY WIDE ANALYSIS

EEO-4 Job Category	Female												Total Females	Total Males	Grand Total
	White	Black	Hisp	Asian/ Pacific	American Indian	Other	White	Black	Hisp	Asian/ Pacific	American Indian	Other			
Officials/ Administrators	1	0	0	0	0	0	1	2	0	0	0	0	0	2	3
Professionals	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Total	1	0	0	0	0	0	1	4	1	0	0	0	0	5	6

## DEMOTIONS AGENCY WIDE ANALYSIS

EEO-4 Job Category	Female													Total Males	Grand Total	
	White	Black	Hisp	Asian/ Pacific	American Indian	Other	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Other			
Officials/ Administrators	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1
Professionals	1	0	0	0	0	0	0	1	4	0	0	0	0	0	4	5
Technicians	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	1	5	5
Skilled Craft	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4	4
Service/Maintenance	0	0	0	0	0	0	0	0	3	0	0	0	0	0	5	5
Total	2	0	0	0	0	0	0	2	19	0	0	0	0	1	20	22

## DISCIPLINARY ACTIONS AGENCY WIDE ANALYSIS

EEO-4 Job Category	Female														Grand Total	
	White	Black	Hisp	Asian/ Pacific	American Indian	Other	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Other	Total Males		
Officials/ Administrators	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	
Professionals	3	0	0	0	0	0	0	3	2	0	0	0	1	3	6	
Technicians	0	0	0	0	0	0	0	0	6	0	0	0	0	6	6	
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled Craft	0	0	0	0	0	0	0	0	15	0	0	0	2	0	0	
Service/Maintenance	3	0	0	0	0	0	0	3	17	0	0	0	0	17	20	
Total	7	0	0	0	0	0	0	7	40	0	0	0	3	43	50	
Table 5 continues																



## LAYOFF/RECALLS AGENCY WIDE ANALYSIS

[illegible]



Disciplinary Actions		Male								Female							
Race/Ethnicity	White	Black / African American	Hispanic	Asian	American Indian or Alaska Native	Native Hawaiian or Pacific Islander	Multi Racial	White	Black / African American	Hispanic	Asian Pacific Islander	American Indian or Alaska Native	Native Hawaiian or Pacific Islander	Multi Racial			
Dismissal	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30-Day Suspension	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15-Day Suspension	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
10-Day Suspension	5	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
5-Day Suspension	4	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
3-Day Suspension	7	1	0	0	0	0	0	4	2	0	0	0	0	0	0	0	0
1-Day Suspension	25	1	0	0	0	0	0	9	2	0	0	0	0	0	0	0	0
Written Reprimand	45	1	0	0	0	0	0	12	0	0	0	0	0	0	0	0	0
Verbal Reprimand	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Total	96	4	0	0	0	0	0	29	4	0	0	0	0	0	0	0	0



## JOB GROUP NARRATIVE

Job groups will be derived from the workforce analysis (as defined previously) and will consist of one or a group of jobs with similar content, wage rates, and opportunities as provided in EEO-4 Report. Job titles should be assigned to those job groups coinciding with the EEO-4 job category in which the job title is classified.

The Commonwealth of Kentucky's Personnel Cabinet has categorized all job classifications employed by State Government into EEO-4 job categories; therefore, this data was utilized to demonstrate KYTC's job classifications. Definitions of the EEO-4 job categories by definition are listed:

Officials/Administrators

Occupations requiring administrative personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of an agency's operations or provide specialized consultation on a Regional, District, or area basis.

Professionals

Occupations which require specialized and theoretical knowledge which is usually acquired throughout college training or work experience and other training which provides comparable knowledge.

Technicians

Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through approximately 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Protective Service

Occupation in which workers are entrusted with public safety, security and protection from destructive forces.



Para-Professionals

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status.

Service/Maintenance

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene, or safety of the general public or which contribute to the upkeep or care of building, facilities, or grounds of public property.

Administrative Support

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

Skilled Craft

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired throughout on-the-job training and experience or throughout apprenticeship or other formal training.



# KYTC JOB CLASSIFICATION BY EEO-4 JOB GROUP

OFFICIALS AND ADMINISTRATORS	CODE
Administrative Branch Manager	9618
Assistant Director	9617
Assistant State Highway Engineer	7089
Audit Manager	9162
Cabinet Secretary	0125
Commissioner	0107
Deputy Commissioner	9945
Division Director II	9936
Environmental Scientist IV	3082
Executive Director	0139
Executive Staff Advisor	9616
Fiscal Manager	7125
General Counsel I	9941
General Counsel II	9944
Geologist Supervisor-Registered	7019
Graduate Accountant Manager	9119
Highway District Administrative Manager	9440
Information Systems Manger	9440
Network Analyst III	7388
Network Engineer IT	7390
Network Technician IV	7384
Personnel Branch Manager	9323
Printing Operation Administrator	1610
Resource Management Analyst III	7322
Right of Way Branch Manager	8335
Roadside Environment Consultant	7121
Roadside Environment District Administrator	7119
Roadside Environment State Administrator	7123



Staff Assistant	9619
State Highway Engineer	9956
Systems Support Coordinator	7314
Systems Support Technician IV	7313
Transportation Engineer Director	7086
Transportation Engineer Supervisor	7084
Transportation Engineer Branch Manager	7085



PROFESSIONALS	CODE
Accountant I	9107
Accountant II	9108
Accountant III	9109
Accountant IV	9111
Administrative Section Supervisor	9614
Administrative Specialist II	9612
Administrative Specialist III	9613
Affirmative Action Compliance Officer	9305
Archaeologist	8001
Audit Reviewer/Specialist	9160
Audit Supervisor	9161
Audit Team Leader	9159
Auditor I	9155
Auditor II	9157
Board Member	0104
Capital Construction/Design Project Adm I	7041
Capital Construction/Design Project Adm II	7042
Capital Construction/Design Project Manager	7043
Chemist I	4041
Chemist II	4042
Chemist III	4043
Chemist Supervisor	4044
Chief District Engineer	9955
Construction Superintendent I	1168
Construction Superintendent II	1169
Deputy Executive Director	9943
Environmental Scientist I	3049
Environmental Scientist II	3080
Environmental Scientist III	3081
Environmental Technologist I	3020



Environmental Technologist II	3021
Event Coordinator II	8117
Geologist I	7003
Geologist II	7004
Geologist III	7014
Geologist Registered	7006
Geoprocessing Specialist I	9780
Geoprocessing Specialist II	9781
Geoprocessing Specialist III	9782
Graduate Accountant I	9112
Graduate Accountant II	9113
Graduate Accountant III	9115
Graduate Accountant IV	9116
Graduate Accountant Supervisor	9117
Graduate Engineering Assistant	7099
Graduate Scholar	9902
Grants and Contract Administrator	9633
Grants and Contract Specialist	9631
Graphic Design Coordinator	8183
Highway Traffic Technician Superintendent	1166
Historic Preservation Coordinator	8013
Information Officer I	8125
Information Officer II	8126
Information Officer III	8128
Internal Policy Analyst I	9426
Internal Policy Analyst II	9428
Internal Policy Analyst III	9429
Internal Policy Analyst IV	9430
Medicaid Services Specialist I	9689
Medicaid Services Specialist II	9690
Medicaid Services Specialist III	9691
Network Analyst I	7385
Network Analyst II	7387
Personnel Administrator	9310
Personnel Management Specialist I	9316



Personnel Management Specialist II	9309
Personnel Management Specialist III	9317
Procedures Development Coordinator	9622
Program Coordinator	9615
Purchasing Agent I	9243
Purchasing Agent II	9244
Purchasing Associate	9270
Research Analyst I	9640
Research Analyst II	9642
Research Specialist	9644
Resource Management Analyst I	7320
Resource Management Analyst II	7321
Right of Way Agent II	8327
Right of Way Agent III	8329
Right of Way Agent Supervisor	8331
Right of Way Program Specialist I	8333
Right of Way Program Specialist II	8334
Right of Way Unit Leader	8332
Safety Administrator	3205
Special Investigative Agent I	9894
Special Investigative Agent II	9895
Special Investigative Agent III	9896
Special Investigative Agent Supervisor	9897
Staff Attorney I	9822
Staff Attorney II	9825
Staff Attorney III	9823
Staff Attorney Manager/Assistant General Counsel	9827
Systems Analyst I	7364
Systems Analyst II	7365
Systems Analyst III	7367
Systems Consultant IT	7335
Training Development Specialist I	9311
Training Development Specialist II	9312
Transportation Engineer I	7094



Transportation Engineer II	7095
Transportation Engineer Specialist	7083
Transportation Engineer Technologist I	7096
Transportation Engineer Technologist II	7097
Transportation Engineer Technologist III	7098
Transportation Hearing Officer I	2452
Transportation Medium/Heavy Truck Supervisor	1770



TECHNICIANS	CODE
Administrative Specialist I	9611
Automotive Parts Specialist	9208
Aviation Mechanic I	1731
Aviation Mechanic II	1732
Aviation Mechanic/Inspector I	1733
Collision Repair & Refinish Tech I	1755
Electronic Technician I	1222
Electronic Technician II	1223
Electronic Technician III	1225
Electronic Technician Supervisor	1227
Engineer In Training I	7025
Engineer In Training II	7026
Fiscal Officer	9121
Helicopter Pilot I	2156
Helicopter Pilot II	2157
Highway District Equipment Supervisor	1718
Highway Equip Maintenance & Management Tech	1720
Highway Traffic Technician I	1161
Highway Traffic Technician II	1163
Highway Traffic Technician III	1165
Illustrator	1629
Industry Hygienist IV	3306
Information Systems Supervisor	7340
KEWS Technician I	1246
KEWS Technician II	1248
KEWS Technician Supervisor	1250
Network Technician I	7380



Network Technician II	7381
Network Technician III	7382
Office Coordinator	9609
Pilot I	2151
Pilot II	2153
Production Specialist I	7303
Production Specialist II	7304
Production Technician I	7301
Production Technician II	7302
Programmer Analyst I	7360
Programmer Analyst II	7361
Programmer Analyst III	7363
Property Officer I	9213
Property Officer II	9214
Right of Way Agent I	8326
Safety Coordinator	3203
Safety Specialist	3201
Transportation Automobile/Truck Tech I	1760
Transportation Automobile/Truck Tech II	1761
Transportation Automobile/Truck Tech III	1762
Transportation Automobile/Truck Tech IV	1763
Transportation Automobile/Truck Tech V	1764
Transportation Operations Center Specialist I	2415
Transportation Operations Center Specialist II	2416



PARAPROFESSIONALS	CODE
Administrative Assistant	9608
Paralegal I	9856
Paralegal II	9587
Paralegal III	9858
Transportation Engineering Asst. I	7076
Transportation Engineering Asst. II	7077



PROTECTIVE SERVICE WORKERS	CODE
Motor Vehicle Dealer District Administrator	2492
Security Officer I	1014
Security Officer II	1015



ADMINISTRATIVE/OFFICE SUPPORT	CODE
Administrative Secretary	9038
Co Op Intern	9901
Executive Secretary II	9927
Executive Secretary III	9928
Legal Secretary I	9304
Legal Secretary II	9032
Office Support Assistant I	9002
Office Support Assistant II	9003
Office Support Supervisor	9004
Scholarship Trainee	9903
Timekeeper	9001



SKILLED CRAFT WORKERS	CODE
Automotive Mechanic I	1701
Automotive Mechanic II	1702
Automotive Mechanic III	1706
Automotive Mechanic IV	1710
Carpenter Finish	1112
Carpenter I	1109
Carpenter II	1111
Carpenter Supervisor	1113
Diesel Mechanic	1711
District Facilities Technician	1034
Electrician Assistant	1146
Electrician Licensed	1147
Electrician Licensed Coordinator	1149
Electrician Licensed Supervisor	1151
Executive Secretary I	9926
Garage Supervisor	1716
Highway Equipment Operator II	1042
Highway Equipment Operator III	1041
Highway Equipment Operator IV	1043
Highway Superintendent I	1063
Highway Superintendent II	1067
Machinist Consultant	1156
Machinist Journeyman	1155
Maintenance Section Supervisor	1030
Maintenance Superintendent I	1028
Maintenance Superintendent II	1029
Mechanical Maintenance & Operations Manager	1142
Mechanical Maintenance & Operations	1140



Supervisor	
Mechanical Maintenance & Operations Tech I	1134
Mechanical Maintenance & Operations Tech II	1136
Mechanical Maintenance & Operations Tech III	1138
Painter	1016
Painter Supervisor	1018
Plumber Licensed	1143
Plumber Licensed Supervisor	1145
Printing Equipment Operator I	1601
Printing Equipment Operator II	1602
Printing Equipment Operator III	1603
Printing Equipment Operator IV	1604
Sign Maker I	1020
Sign Maker II	1019
Welder I	1105
Welder II	1106
Welder III	1107



SERVICE MAINTENANCE WORKERS	CODE
Airport Flightline Attendant I	1081
Airport Flightline Attendant II	1083
Ferryboat Deckhand	1089
Ferryboat Operator	1185
Highway Equipment Operator I	1037
Highway Laborer	1036
Highway Safety Patrol Operator	1044
Janitor	1003
Maintenance Supervisor	1026
Maintenance Worker I	1022
Maintenance Worker II	1024
Sign Maker III	1021
Stores Worker I	9201
Stores Worker II	9203
Stores Worker III	9205



## JOB GROUP ANALYSIS

All job classifications have been listed by EEO-4 category with gender and race identified. Currently, state employment applications allow for the following six (6) racial origin designations:

- White;
- Black;
- Hispanic;
- Asian American;
- American Indian or Alaskan Native; and
- Other.

Therefore, the data collected from employment applications by the Kentucky Personnel Cabinet is restricted to these racial origins.

Each individual applicant/employee has the discretion to select the racial origin of their choice. Since 2008, the Kentucky Personnel Cabinet no longer provides information pertaining to an applicant's race, national origin or gender on certified registers. This information is also no longer made available to agencies on a candidate's application for employment with the Commonwealth. The Kentucky Personnel Cabinet continues to solicit this information on a voluntary basis from applicants for statistical purposes only. Therefore, if an applicant is hired and chooses not to select a racial origin, this results in a counting of "unknowns" and the data is inaccurately reflected.

Efforts are being made to address this issue. KYTC continues to research methods to enhance the accuracy of the data in the existing data system; however, if an employee does not submit an updated application with the change in racial origin, the old data will remain in the system and the data will not be reported accurately.

Due to the data limitations within the current data collection system, KYTC has included an additional column for "Unknowns" to Table 7 in an effort to demonstrate employees whose racial origins are not properly tracked due to restrictions of the current employment application and tracking mechanism.



Table 7

JOB GROUP ANALYSIS										
Job Group	Job Group No.	Job Title	Empl.	Total Empl.	Total F	Total M	White	Black	Female	
OFFICIALS & ADMINISTRATORS	7001	COMMISSIONER	5	5	1	0	0	0	0	0
	7002	DEPUTY COMMISSIONER	1	1	0	0	0	0	0	0
	7010	ASST. DIR. REGIONAL	17	17	6	0	0	0	1	0
	7011	ASST. DIR. REGIONAL	1	1	0	0	0	0	0	0
	7022	ENVRD. TECH. II	1	1	0	0	0	0	0	0
	7034	TRANS. ENG. SUPER.	78	78	6	1	0	0	0	0
	7044	TECH. SUPER.	19	19	7	1	0	0	0	0
	7066	TECH. SUPER.	9	9	1	0	0	0	0	0
	7067	TECH. SUPER.	0	0	0	0	0	0	0	0
	7068	TECH. SUPER.	0	0	0	0	0	0	0	0
	7119	ASST. DIR. REGIONAL	0	0	0	0	0	0	0	0
	7123	ASST. DIR. REGIONAL	0	0	0	0	0	0	0	0
	7124	ASST. DIR. REGIONAL	0	0	0	0	0	0	0	0
	7125	ASST. DIR. REGIONAL	0	0	0	0	0	0	0	0
	7141	INFO. SYS. MANAGER	6	4	1	0	0	0	0	0
	7142	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7143	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7144	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7145	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7146	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7147	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7148	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7149	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7150	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7151	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7152	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7153	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7154	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7155	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7156	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7157	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7158	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7159	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
	7160	INFO. SYS. MANAGER	1	1	0	0	0	0	0	0
JOB GROUP ANALYSIS										
Job Group	Job Group No.	Job Title	Empl.	Total Empl.	Total F	Total M	White	Black	Female	
PARA-PROFESSIONALS	7076	TECH. ASST. I	34	32	2	2	1	0	0	0
	7077	TECH. ASST. II	67	47	10	6	4	0	0	0
	7078	TECH. ASST. III	3	1	0	0	0	0	0	0
	7079	TECH. ASST. IV	3	1	0	0	0	0	0	0
Total										
			83	63	18	9	2	0	0	0



JOB GROUP ANALYSIS									
Job Group	Job Group No.	Job Titles	Total Empls	Total f	Total M	Male	Female		
PROFESSIONALS	0001	SPECIAL AGENT	11	10	1	0	0	0	0
PROFESSIONALS	0002	POLICE ADVISOR	1	0	1	0	0	0	0
PROFESSIONALS	0003	EXEC. AGENT	1	1	0	0	0	0	0
PROFESSIONALS	0004	EXEC. ADVISOR	2	2	0	1	1	0	0
PROFESSIONALS	0005	ADMIN. COORDINATOR	10	8	2	0	0	0	0
PROFESSIONALS	0006	TRAINING SUPERVISOR	9	6	3	0	0	0	0
PROFESSIONALS	1100	CONST. SUPERVISOR	10	10	0	0	0	0	0
PROFESSIONALS	1700	TRANS. MAINTENANCE SUPV	10	10	0	0	0	0	0
PROFESSIONALS	2400	TRANS. HEARING OFFICER	16	8	8	0	0	0	0
PROFESSIONALS	3000	ENVIR. SCIENTIST I	2	1	1	0	0	0	0
PROFESSIONALS	3001	ENVIR. SCIENTIST II	15	11	4	0	0	0	0
PROFESSIONALS	3002	ENVIR. SCIENTIST III	2	2	0	0	0	0	0
PROFESSIONALS	3006	SAFETY ALARM	3	3	0	0	0	0	0
PROFESSIONALS	4001	CHEMIST I	1	1	0	0	0	0	0
PROFESSIONALS	4002	CHEMIST II	1	1	0	0	0	0	0
PROFESSIONALS	4003	CHEMIST III	3	1	2	0	0	0	0
PROFESSIONALS	4004	CHEMIST SUPERV	1	0	1	0	0	0	0
PROFESSIONALS	4005	CHEM & CORR. LAB SPEC	1	1	0	0	0	0	0
PROFESSIONALS	6000	PGM INVEST OFFICER II	4	2	2	1	0	0	0
PROFESSIONALS	7000	GEOLOGIST REGISTERED	1	1	0	0	0	0	0
PROFESSIONALS	7003	T. E. SPECIALIST	64	49	15	0	0	0	0
PROFESSIONALS	7004	T. E. I	41	31	10	2	0	1	0
PROFESSIONALS	7006	T. E. II	62	62	0	0	0	0	0
PROFESSIONALS	7007	T. E. TECH I	103	84	19	10	1	0	0
PROFESSIONALS	7008	T. E. TECH II	175	163	12	11	0	0	0
PROFESSIONALS	7009	T. E. TECH III	541	321	220	10	1	0	0
PROFESSIONALS	7009	LABORATORY ASSISTANT	3	3	0	0	0	0	0
PROFESSIONALS	7009	SYSTEMS ANALYST	2	2	0	0	0	0	0
PROFESSIONALS	7009	SYSTEMS ANALYST III	4	5	1	0	0	0	0

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[illegible]



[illegible]



Job Group	Job Group No.	Job Title	JOB GROUP ANALYSIS			Total	Total	Total	Male	Female
			Encls	F	Monthly					
TECHNICIANS	1005	BRIDGR OPER SUPV	1	1	0	0	0	0	0	0
	1181	HWT TRAFFIC TECH I	7	7	0	0	0	0	0	0
	1182	HWT TRAFFIC TECH II	18	12	0	0	0	0	0	0
	1225	ELECTRICAL TECH III	5	5	0	0	0	0	0	0
	1226	ELECTRICAL TECH III	3	3	0	0	0	0	0	0
	1228	ELECTRICAL TECH III	5	5	0	0	0	0	0	0
	1248	NEWS TECH I	1	1	0	0	0	0	0	0
	1250	NEWS TECH SUPV	1	1	0	0	0	0	0	0
	1252	ILLUSTRATOR	1	1	0	0	0	0	0	0
	1259	ILLUSTRATOR	3	3	0	0	0	0	0	0
	1260	HAY LOUSE MAINT & WORK	3	3	0	0	0	0	0	0
	1263	AVIATION MECHANIST I	1	1	0	0	0	0	0	0
	1766	COIL REPAIR & REFIN I	40	40	0	1	0	0	0	0
	1769	TRANS AUTO TRUCK TECH I	17	17	0	1	0	0	0	0
	1770	TRANS AUTO TRUCK TECH I	24	24	0	0	0	0	0	0
	1782	TRANS AUTO TRUCK TECH I	24	24	0	0	0	0	0	0
	1784	TRANS AUTO TRUCK TECH I	24	24	0	0	0	0	0	0
	2415	TRANS OPER CRIT SPEC I	4	2	0	0	0	0	0	0
	2416	TRANS OPER CRIT SPEC II	5	5	0	0	0	0	0	0
	TECHNICIANS	3025	ENGR IN TRAINING I	25	27	0	2	1	0	0
3026		ENGR IN TRAINING II	77	65	15	6	2	0	0	0
3027		ENGR IN TRAINING III	0	0	1	0	0	0	0	0
3330		RAW AGENT I	1	0	0	0	0	0	0	0
3331		RAW AGENT II	0	2	0	0	0	0	0	0
4131		FISCAL OFFICER	1	0	0	0	0	0	0	0
4214		PROD OFFICER II	1	0	0	0	0	0	0	0
4611		ADMIN SPEC I	30	7	53	0	0	0	0	0
4612		ADMIN SPEC II	348	279	35	13	5	2	0	1
4613		ADMIN SPEC III	0	0	0	0	0	0	0	0
JOB GROUP ANALYSIS										
Job Group No.	Job Title	Total	Total	Total	Total	Total	Total	Total	Total	Total
2402	MO DEALER DIST ADMIN	5	4	1	0	0	0	0	0	0
2402	MO DEALER DIST ADMIN	5	4	1	0	0	0	0	0	0
PROTECTIVE SERVICE										
Total										



# EIGHT FACTOR AVAILABILITY ANALYSIS

In order to compute the Eight Factor Analysis (Availability Analysis), the following factors were considered for each of the EEO job categories:

1. Population (for females ---those actively seeking employment)
2. Unemployed workers
3. Civilian Labor Force
4. Requisite Skills -- Immediate labor area
5. Requisite Skills -- Recruitment area
6. Employees available for promotions
7. Educational Institution Trainable
8. Training provided within the department

Explanation on factors:

- Factors 1 through 5 and 7 are considered External Factors
- Factors 6 and 8 are considered Internal Factors
- Factors 1, 2, and 3 involve weighting Counties for immediate labor area availability
- Factor 4 involves weighting Counties, State, and/or the United States for immediate labor area availability
- Factor 5 involves weighting Counties, State, and/or the United States, by job groups, for recruitment area availability

Raw availability statistics are collected for each factor in each job group.

All factors must be considered, but only relevant factors are given value weight (see Availability Factor Computation Analysis Tables 8 and 9). The results are weighted statistics that are then summed by affected groups in each job group.

Finally, the Calculated Availability is compared with the availability for factors 4 and 5. If the Calculated Availability is less than these factors, the greater of the two factors will be used in lieu of the Calculated Availability. (For example: If the Calculated Availability for females in the Officials Administrators job group is 23.9% and the Requisite Skills in the recruiting area factor is 36.4%, the 36.4% is applied in lieu of the calculated 23.9%.)



## EIGHT FACTOR AVAILABILITY ANALYSIS

For the purpose of analyzing Standard Metropolitan Areas for the Eight Factor Analysis, the Kentucky Transportation Cabinet utilized the on-line web access of the 2000 Census data for each specific county. In addition to our primary recruitment areas of Louisville-Jefferson County and Lexington-Fayette County Metro Areas, KYTC completed an availability analysis for Kenton, Pike and Daviess Counties.

Statistical data sources used to complete the documents were from web sites provided by FHWA and monthly reports of KYTC employment population provided by the Kentucky Personnel Cabinet.

An Eight Factor Availability Analysis has been compiled for the Jefferson County Metropolitan Area.

*Barriers: The Cabinet was unable to obtain the unemployment rates categorized in EEO-4 categories. The statistical information used for unemployment percentage of availability is the total employment population and it is noted that the possibilities of that percentage may not meet minimum qualifications for each of the categories. The availability for unemployment percentages does not reflect accurately according to EEO-4 categories.*



## **JOB GROUP: OFFICIALS/ADMINISTRATORS**

KYTC utilized demographic data gleaned from [www.census.gov/eeo2000/index.html](http://www.census.gov/eeo2000/index.html) on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource Management's monthly reports.

1. Minority Population:  
Jefferson County Availability:                      Minorities 10.10%  
   Females 41.4%
2. Minority Unemployment\*:  
Jefferson County:                                      Minorities 51.20%  
   Females 43.2%
3. Percentage of minority/females in total work force:  
KYTC availability:                                      Minorities 3.23%  
   Females 21.70%
4. General availability of minorities having requisite skills in immediate labor area:
  - a. Incumbents: KYTC has 8 minorities and 56 females employed in the Officials/Administrators job category. Entry into these positions has been through internal promotions.
5. Availability of minorities having requisite skills in area reasonable to recruit.
  - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 10.10% minorities and 41.4% females available to recruit from.
6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 64.
7. Training Institutions capable of training persons in requisite skill in the County:
  - a. University of Louisville Speed School
  - b. University of Louisville
  - c. ATA Career Education
  - d. ITT Technical Institute
  - e. RETS Institute of Technology



- f. Bellarmine University
- g. Jefferson Community College
- h. Jefferson Technical College
- i. Spalding University
- j. Spencerian College
- k. Sullivan University

- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:
  - a. Tuition Assistance
  - b. KYTC Advanced Leadership Academy
  - c. Certificate of Management Fundamentals
  - d. Certified Public Managers Program

\*Unemployment availability percentages was no available by EEO-4 categories on the census web site.



## **JOB GROUP: PROFESSIONALS**

KYTC utilized demographic data gleaned from [www.census.gov/eeo2000/index.html](http://www.census.gov/eeo2000/index.html) on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource Management's monthly reports.

1. Minority Population:  
Jefferson County Availability:                      Minorities 14.3%  
   Females 55.3%
2. Minority Unemployment\*:  
Jefferson County:                                      Minorities 51.2%  
   Females 43.2%
3. Percentage of minority/females in total work force:  
KYTC availability:                                      Minorities 8.59%  
   Females 34.1%
4. General availability of minorities having requisite skills in immediate labor area:
  - a. Incumbents: KYTC has 117 minorities and 545 females employed in the Professionals job category. Entry into these positions has been through new hires, internal promotions, and transfers.
5. Availability of minorities having requisite skills in area reasonable to recruit.
  - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 14.3% minorities and 55.3% females available to recruit from.
6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 662.
7. Training Institutions capable of training persons in requisite skill in the County:
  - a. University of Louisville Speed School
  - b. University of Louisville



- c. ATA Career Education
  - d. ITT Technical Institute
  - e. RETS Institute of Technology
  - f. Bellarmine University
  - g. Jefferson Community College
  - h. Jefferson Technical College
  - i. Spalding University
  - j. Spencerian College
  - k. Sullivan University
8. Degree of training KYTC can undertake as means of making job classes available to minorities:
- a. Tuition Assistance
  - b. KYTC Advanced Leadership Academy
  - c. Certificate of Management Fundamentals
  - d. Certified Public Managers Program

\*Unemployment availability percentages was no available by EEO-4 categories on the census web site.



## JOB GROUP: TECHNICIANS

KYTC utilized demographic data gleaned from [www.census.gov/eeo2000/index.html](http://www.census.gov/eeo2000/index.html) on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:  
Jefferson County Availability:                      Minorities 21.50%  
   Females 60.6%
2. Minority Unemployment\*:  
Jefferson County:                                      Minorities 51.20%  
   Females 43.2%
3. Percentage of minority/females in total work force:  
KYTC availability:                                      Minorities 4.46%  
   Females 17.3%
4. General availability of minorities having requisite skills in immediate labor area:
  - a. Incumbents: KYTC has 22 minorities and 61 females employed in the Technicians job category. Entry into these positions has been through internal promotions.
5. Availability of minorities having requisite skills in area reasonable to recruit.
  - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 21.50% minorities and 60.6% females available to recruit from.
6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 83.
7. Training Institutions capable of training persons in requisite skill in the County:
  - a. University of Louisville Speed School
  - b. University of Louisville



- c. ATA Career Education
  - d. ITT Technical Institute
  - e. RETS Institute of Technology
  - f. Bellarmine University
  - g. Jefferson Community College
  - h. Jefferson Technical College
  - i. Spalding University
  - j. Spencerian College
  - k. Sullivan University
8. Degree of training KYTC can undertake as means of making job classes available to minorities:
- a. Tuition Assistance
  - b. Certificate of Management Fundamentals
  - c. Certified Public Managers Program
  - d. ASE Certification
  - e. Class A Commercial Drivers License

\*Unemployment availability percentages was no available by EEO-4 categories on the census web site.



## **JOB GROUP: PARAPROFESSIONAL**

KYTC utilized demographic data gleaned from [www.census.gov/eeo2000/index.html](http://www.census.gov/eeo2000/index.html) on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:  
Jefferson County Availability:                      Minorities\*\*  
   Females\*\*
2. Minority Unemployment\*:  
Jefferson County:                      Minorities    51.20%  
   Females       43.2%
3. Percentage of minority/females in total work force:  
KYTC availability:                      Minorities    8.89%  
   Females       31.1%
4. General availability of minorities having requisite skills in immediate labor area:
  - a. Incumbents: KYTC has 8 minorities and 18 females employed in the Paraprofessionals job category. Entry into these positions has been through new hires, internal promotions, and transfers.
5. Availability of minorities having requisite skills in area reasonable to recruit.
  - a. The web site did not provide information for the Job Group Paraprofessionals; therefore, the information submitted is incomplete.
6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 26.
7. Training Institutions capable of training persons in requisite skill in the County:
  - a. University of Louisville Speed School
  - b. University of Louisville
  - c. ATA Career Education
  - d. ITT Technical Institute
  - e. RETS Institute of Technology
  - f. Bellarmine University



- g. Jefferson Community College
  - h. Jefferson Technical College
  - i. Spalding University
  - j. Spencerian College
  - k. Sullivan University
8. Degree of training KYTC can undertake as means of making job classes available to minorities:
- a. Tuition Assistance
  - b. Certificate of Management Fundamentals
  - c. Certified Public Managers Program
  - d. ASE Certification
  - e. Class A Commercial Drivers License

\*Unemployment availability percentages was no available by EEO-4 categories on the census web site.

\*\*The web site [www.census2000.gov](http://www.census2000.gov) did not provide information for the Job Group Paraprofessional; therefore, the information submitted is incomplete.



## **JOB GROUP: ADMINISTRATIVE SUPPORT**

KYTC utilized demographic data gleaned from [www.census.gov/eeo2000/index.html](http://www.census.gov/eeo2000/index.html) on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:  
Jefferson County Availability:

Minorities	17.8%
Females	69.0%
2. Minority Unemployment\*:  
Jefferson County:

Minorities	51.20%
Females	43.2%
3. Percentage of minority/females in total work force:  
KYTC availability:

Minorities	17.73%
Females	53.69%
4. General availability of minorities having requisite skills in immediate labor area:
  - a. Incumbents: KYTC has 9 minorities and 40 females employed in the Administrative Support job category. Entry into these positions has been through new hires.
5. Availability of minorities having requisite skills in area reasonable to recruit.
  - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 17.80% minorities and 69.0% females available to recruit from.
6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 49.
7. Training Institutions capable of training persons in requisite skill in the County:
  - a. University of Louisville Speed School
  - b. University of Louisville
  - c. ATA Career Education
  - d. ITT Technical Institute
  - e. RETS Institute of Technology



- f. Bellarmine University
  - g. Jefferson Community College
  - h. Jefferson Technical College
  - i. Spalding University
  - j. Spencerian College
  - k. Sullivan University
8. Degree of training KYTC can undertake as means of making job classes available to minorities:
- a. Tuition Assistance
  - b. ASE Certification
  - c. Class A Commercial Drivers License

\*Unemployment availability percentages was no available by EEO-4 categories on the census web site.



## **JOB GROUP: SKILLED CRAFT**

KYTC utilized demographic data gleaned from [www.census.gov/eeo2000/index.html](http://www.census.gov/eeo2000/index.html) on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:

Jefferson County Availability:	Minorities	13.8%
	Females	8.3%
2. Minority Unemployment\*:

Jefferson County:	Minorities	51.20%
	Females	43.2%
3. Percentage of minority/females in total work force:

KYTC availability:	Minorities	6.88%
	Females	2.03%
4. General availability of minorities having requisite skills in immediate labor area:
  - a. Incumbents: KYTC has 91 minorities and 42 females employed in the Skilled Craft job category. Entry into these positions has been through new hires, transfers and promotions.
5. Availability of minorities having requisite skills in area reasonable to recruit.
  - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 13.8% minorities and 8.3% females available to recruit from.
6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 133.
7. Training Institutions capable of training persons in requisite skill in the County:
  - a. University of Louisville Speed School
  - b. University of Louisville
  - c. ATA Career Education
  - d. ITT Technical Institute
  - e. RETS Institute of Technology



- f. Bellarmine University
  - g. Jefferson Community College
  - h. Jefferson Technical College
  - i. Spalding University
  - j. Spencerian College
  - k. Sullivan University
8. Degree of training KYTC can undertake as means of making job classes available to minorities:
- a. Tuition Assistance
  - b. ASE Certification
  - c. Class A Commercial Drivers License
  - d. Road Scholar Training
  - e. Road Master Training

\*Unemployment availability percentages was no available by EEO-4 categories on the census web site.



## **JOB GROUP: SERVICE/MAINTENANCE**

KYTC utilized demographic data gleaned from [www.census.gov/eeo2000/index.html](http://www.census.gov/eeo2000/index.html) on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:

Jefferson County Availability:	Minorities	29.10%
	Females	41.6%
2. Minority Unemployment\*:

Jefferson County:	Minorities	51.20%
	Females	43.2%
3. Percentage of minority/females in total work force:

KYTC availability:	Minorities	5.9%
	Females	15.19%
4. General availability of minorities having requisite skills in immediate labor area:
  - a. Incumbents: KYTC has 10 minorities and 30 females employed in the Skilled Craft job category. Entry into these positions has been through new hires and promotions.
5. Availability of minorities having requisite skills in area reasonable to recruit.
  - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 29.10% minorities and 41.6% females available to recruit from.
6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 40.
7. Training Institutions capable of training persons in requisite skill in the County:
  - a. Area High Schools
  - b. Urban Community Technical Centers
8. Degree of training KYTC can undertake as means of making job classes available to minorities:



- a. Tuition Assistance
- b. ASE Certification
- c. Class A Commercial Drivers License
- d. Road Scholar Training
- e. Road Master Training

\*Unemployment availability percentages was no available by EEO-4 categories on the census web site.



**JOB GROUP: PROTECTIVE SERVICE (NON-SWORN)**

KYTC employs 4 white males and 1 white female in the the job title Motor Vehicle Dealer District Administrators. The positions are assigned in the Motor Vehicle Commission. The turnover rate in this classification is extremely low. KYTC does not anticipate filling any additional positions.



# **AVAILABILITY FACTOR COMPUTATION ANALYSIS**



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors*	Raw Statistics Availability %							Weighted Factor Availability*							Reason for Weighing	Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN			
1. Percentage of population in the specified labor or recruitment area.**	20.0%	10.10%	41.4%	8.1%	0.7%	1.2%	0.1%	2.0%	8.3%	1.6%	0.1%	0.2%	0.0%		2000 POP Jefferson	
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
2. Percentage of unemployment in the specified labor or recruitment area.	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	4.3%	4.8%	0.2%	0.1%	0.0%		2000 POP Jefferson	
3. Percentage of minorities/females in total workforce in the specific labor area.	10.0%	3.23%	21.7%	2.6%	0.6%	0.0%	0.0%	0.3%	2.2%	0.3%	0.1%	0.0%	0.1%		KYTC TOTAL WORKFORCE	
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	10.10%	41.4%	8.1%	0.7%	1.2%	0.1%	0.5%	2.1%	0.4%	0.0%	0.1%	0.0%		2000 POP Jefferson	
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	10.10%	41.4%	8.1%	0.7%	1.2%	0.1%	0.5%	2.1%	0.4%	0.0%	0.1%	0.0%		2000 POP Jefferson	
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	10.0%	100%	100%	100	100%	0.00%	0.00%	10.0%	10.0%	33.3%	10.0%	33.3%	0.0%		KYTC TOTAL WORKFORCE	
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	35.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Final Availability Factor	100.0%							18.5%	28.9%	40.7%	10.5%	33.8%	0.1%			

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
AS/PI - Asian American/Pacific Islander  
AI/AN - American Indian/Alaskan Native  
Hisp - Hispanic



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors*	Raw Statistics Availability %							Weighted Factor Availability*							Reason for Weighing	Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN			
1. Percentage of population in the specified labor or recruitment area.**	20.0%	14.30%	55.3%	10.2%	1.0%	2.9%	0.2%	2.9%	55.3%	10.2%	0.2%	0.6%	0.0%		2000 POP Jefferson	
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	7.5%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
2. Percentage of unemployment in the specified labor or recruitment area.	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	43.3%	4.8%	0.2%	0.1%	0.0%		2000 POP Jefferson	
3. Percentage of minorities/females In total workforce in the specific labor area.	10.0%	8.59%	34.1%	7.5%	0.1%	0.6%	0.0%	0.9%	34.4%	0.7%	0.0%	0.1%	0.1%		KYTC TOTAL WORKFORCE	
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	14.30%	55.3%	10.2%	1.0%	2.9%	0.2%	0.7%	2.8%	0.5%	0.1%	0.1%	0.0%		2000 POP Jefferson	
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	14.30%	55.3%	10.2%	1.0%	2.9%	0.2%	0.7%	2.8%	0.5%	0.1%	0.1%	0.0%		2000 POP Jefferson	
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	10.0%	100%	100%	100%	100%	100%	100%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%		KYTC TOTAL WORKFORCE	
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	35.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Final Availability Factor	100.0%							20.3%	34.3%	18.6%	10.6%	11.0%	10.1%			

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
 AS/PI - Asian American/Pacific Islander  
 AI/AN - American Indian/Alaskan Native  
 Hisp - Hispanic



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors*	Raw Statistics Availability %							Weighted Factor Availability*							Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN	Reason for Weighting	
1. Percentage of population in the specified labor or recruitment area.**	20.0%	21.50%	60.6%	18.7%	1.0%	1.5%	0.3%	4.3%	12.1%	3.7%	0.2%	0.3%	0.1%		2000 POP Jefferson
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
2. Percentage of unemployment in the specified labor or recruitment area.	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	4.3%	4.6%	0.2%	0.1%	0.1%		2000 POP Jefferson
3. Percentage of minorities/females in total workforce in the specific labor area.	10.0%	4.46%	17.3%	3.3%	0.3%	0.0%	0.0%	0.4%	1.7%	0.3%	0.0%	0.0%	0.0%		KYTC TOTAL WORKFORCE
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	21.50%	60.6%	18.7%	1.0%	1.5%	0.3%	1.1%	3.0%	0.9%	0.1%	0.1%	0.0%		2000 POP Jefferson
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	21.50%	60.6%	18.7%	1.0%	1.5%	0.3%	1.1%	3.0%	0.9%	0.1%	0.1%	0.0%		2000 POP Jefferson
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	10.0%	100%	100%	100%	100%	0.0%	0.0%	10.0%	10.0%	10.0%	10.0%	0.0%	0.0%		KYTC TOTAL WORKFORCE
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	35.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Final Availability Factor	100.0%							22.0%	34.2%	20.7%	10.6%	0.6%	0.2%		

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
 AS/PI - Asian American/Pacific Islander  
 AI/AN - American Indian/Alaskan Native  
 Hisp - Hispanic



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors*	Raw Statistics Availability %							Weighted Factor Availability*							Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN	Reason for Weighting	
1. Percentage of population in the specified labor or recruitment area.**	20.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		2000 POP Jefferson
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
2. Percentage of unemployment in the specified labor or recruitment area.	5.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	2.6%	2.2%	2.4%	0.1%	0.1%	0.1%		2000 POP Jefferson
3. Percentage of minorities/females in total workforce in the specific labor area.	5.0%	8.89%	31.1%	6.7%	0.0%	2.2%	0.0%	0.4%	1.6%	0.3%	0.0%	0.1%	0.1%		KYTC TOTAL WORKFORCE
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		2000 POP Jefferson
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		2000 POP Jefferson
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	10.0%	100%	100%	100%	0.0%	100%	100%	10.0%	10.0%	10.0%	0.0%	10.0%	10.0%		KYTC TOTAL WORKFORCE
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	50.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Final Availability Factor	100.0%							13.0%	13.7%	12.7%	0.1%	10.2%	10.2%		

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
 AS/PI - Asian American/Pacific Islander  
 AI/AN - American Indian/Alaskan Native  
 Hisp - Hispanic



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors*	Raw Statistics Availability %							Weighted Factor Availability*							Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	A/AN	Min	Fem	B	Hisp	AS/PI	A/AN	Reason for Weighting	
1. Percentage of population in the specified labor or recruitment area.**	20.0%	17.80%	69.0%	16.0%	0.8%	0.9%	0.1%	3.6%	13.8%	3.2%	0.2%	0.2%	0.0%		2000 POP Jefferson
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	15.3%	0.0%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
2. Percentage of unemployment in the specified labor or recruitment area.	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	4.3%	4.8%	0.2%	0.1%	0.1%		2000 POP Jefferson
3. Percentage of minorities/females in total workforce in the specific labor area.	10.0%	17.73%	53.69%	15.27%	0.5%	0.5%	0.5%	1.3%	5.4%	1.5%	0.1%	0.1%	0.1%		KYTC TOTAL WORKFORCE
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	17.80%	69.0%	16.0%	0.8%	0.9%	0.1%	0.9%	3.5%	0.8%	0.0%	0.0%	0.0%		2000 POP Jefferson
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	17.80%	69.0%	16.0%	0.8%	0.9%	0.1%	0.9%	3.5%	0.8%	0.0%	0.0%	0.0%		2000 POP Jefferson
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	10.0%	100%	100%	100%	100%	100%	100%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%		KYTC TOTAL WORKFORCE
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	35.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Final Availability Factor	100.0%							22.2%	40.4%	21.1%	10.5%	10.4%	10.2%		

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
 AS/PI - Asian American/Pacific Islander  
 A/AN - American Indian/Alaskan Native  
 Hlsp - Hispanic



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors*	Raw Statistics Availability %							Weighted Factor Availability*						Reason for Weighting	Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN		
1. Percentage of population in the specified labor or recruitment area.**	20.0%	13.80%	8.3%	10.1%	2.5%	0.7%	0.5%	28%	17%	20%	0.5%	0.1%	0.1%		2000 POP Jefferson
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
2. Percentage of unemployment in the specified labor or recruitment area.	5.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	2.6%	22%	2.4%	0.1%	0.1%	0.1%		2000 POP Jefferson
3. Percentage of minorities/females in total workforce in the specific labor area.	5.0%	6.88%	2.0%	6.6%	0.1%	0.0%	0.6%	0.3%	0.1%	0.3%	0.0%	0.0%	0.0%		KYIC TOTAL WORKFORCE
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	13.80%	8.3%	10.1%	2.5%	0.7%	0.5%	0.7%	0.4%	0.5%	0.1%	0.0%	0.0%		2000 POP Jefferson
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	13.80%	8.3%	10.1%	2.5%	0.7%	0.5%	0.7%	0.4%	0.5%	0.1%	0.0%	0.0%		2000 POP Jefferson
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	20.0%	100%	100%	100%	100%	0.0%	100%	20.0%	20.0%	20.0%	20.0%	0.0%	20.0%		KYIC TOTAL WORKFORCE
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	40.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
<b>Final Availability Factor</b>	<b>100.0%</b>							<b>27.0%</b>	<b>24.8%</b>	<b>25.7%</b>	<b>20.9%</b>	<b>0.3%</b>	<b>20.2%</b>		

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
 AS/PI - Asian American/Pacific Islander  
 AI/AN - American Indian/Alaskan Native  
 Hisp - Hispanic



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors*	Raw Statistics Availability %							Weighted Factor Availability*							Reason for Weighting	Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN			
1. Percentage of population in the specified labor or recruitment area.**	10.0%	29.10%	41.6%	24.9%	2.5%	1.3%	0.3%	2.9%	4.2%	2.5%	0.3%	0.1%	0.0%		2000 POP Jefferson	
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
2. Percentage of unemployment in the specified labor or recruitment area.	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	4.3%	4.8%	0.2%	0.1%	0.1%		2000 POP Jefferson	
3. Percentage of minorities/females in total workforce in the specific labor area.	10.0%	5.90%	15.2%	5.7%	0.0%	0.0%	0.0%	0.6%	1.5%	0.6%	0.0%	0.0%	0.0%		KYJC-TOTAL WORKFORCE	
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	29.10%	41.6%	24.9%	2.5%	1.3%	0.3%	1.5%	2.1%	1.2%	0.1%	0.1%	0.0%		2000 POP Jefferson	
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	29.10%	41.6%	24.9%	2.5%	1.3%	0.3%	1.5%	2.1%	1.2%	0.1%	0.1%	0.0%		2000 POP Jefferson	
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	5.0%	100%	0.0%	100%	0.0%	0.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%		KYJC-TOTAL WORKFORCE	
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	50.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Final Availability Factor	100.0%							16.5%	14.2%	15.3%	0.7%	0.4%	0.2%			

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
 AS/PI - Asian American/Pacific Islander  
 AI/AN - American Indian/Alaskan Native  
 Hisp - Hispanic



Table 8

# AVAILABILITY FACTOR COMPUTATION ANALYSIS

Factors *	Raw Statistics Availability %							Weighted Factor Availability*							Statistics Source
	Value Weight	Min	Fem	B	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN	Reason for Weighting	
1. Percentage of population in the specified labor or recruitment area.**	1.0%	25.50%	68.9%	23.3%	0.0%	0.0%	2.2%	0.3%	0.7%	0.2%	0.0%	0.0%	0.0%		2000 POP Jefferson
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
2. Percentage of unemployment in the specified labor or recruitment area.	0.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		2000 POP Jefferson
3. Percentage of minorities/females in total workforce in the specific labor area.	0.0%	0.00%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		KATC POP JEFFERSON
4. Percentage of availability of minorities/females with the requisite skills in the specified labor area.	0.0%	25.50%	68.9%	23.3%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		2000 POP Jefferson
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	0.0%	25.50%	68.9%	23.3%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		2000 POP Jefferson
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	99.0%	0.00%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	99.0%	0.0%	0.0%	0.0%	0.0%		KATC POP JEFFERSON
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Final Availability Factor	100.0%							0.3%	99.7%	0.2%	0.0%	0.0%	0.0%		

\*\*For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American  
 AS/PI - Asian American/Pacific Islander  
 AI/AN - American Indian/Alaskan Native  
 Hisp - Hispanic



## EEO-4 REPORT

The Kentucky Personnel Cabinet provided the data for the EEO-4 Report based upon input from the Kentucky Human Resource Information System (KHRIS) through the Office of Human Resource Management. The report provides a detailed total population of employees by annual salary, total number in category, race and gender.



Table 10 continues

EMPLOYMENT DATA AS OF DECEMBER 31, 2011													
BY SEX, RACE, AND ANNUAL SALARY													
ANNUAL SALARY (in thousands \$000)	SEX	WHITE				BLACK				HISPANIC			
		Male		Female		Male		Female		Male		Female	
		Total	Under 18	18-24	25-64	Total	Under 18	18-24	25-64	Total	Under 18	18-24	25-64
1. \$0.1-15.9		0	0	0	0	0	0	0	0	0	0	0	0
2. 16.0-19.9		0	0	0	0	0	0	0	0	0	0	0	0
3. 20.0-24.9		0	0	0	0	0	0	0	0	0	0	0	0
4. 25.0-32.9		0	0	0	0	0	0	0	0	0	0	0	0
5. 33.0-42.9		7	7	0	0	0	0	0	0	0	0	0	0
6. 43.0-54.9		56	37	1	1	0	0	15	2	0	0	0	0
7. 55.0-69.9		144	120	2	0	0	0	21	0	1	1	0	0
8. 70.0 PLUS		124	104	0	0	18	0	19	1	0	0	0	0
9. \$0.1-15.9		0	0	0	0	0	0	0	0	0	0	0	0
10. 16.0-19.9		1	0	0	0	0	0	1	0	0	0	0	0
11. 20.0-24.9		30	3	0	0	0	0	27	0	0	0	0	0
12. 25.0-32.9		252	93	3	0	1	0	138	13	0	2	0	0
13. 33.0-42.9		563	312	15	1	2	0	207	19	1	4	2	0
14. 43.0-54.9		476	336	16	0	2	1	113	6	0	1	0	0
15. 55.0-69.9		254	191	10	2	2	0	40	7	0	1	0	0
16. 70.0 PLUS		68	46	2	0	0	0	19	1	0	0	0	0
17. \$0.1-15.9		0	0	0	0	0	0	0	0	0	0	0	0
18. 16.0-19.9		0	0	0	0	0	0	0	0	0	0	0	0
19. 20.0-24.9		41	23	0	0	0	0	15	2	0	0	0	1
20. 25.0-32.9		97	78	2	0	0	0	13	4	0	0	0	0
21. 33.0-42.9		186	155	3	0	1	0	24	1	1	0	0	0
22. 43.0-54.9		41	26	1	0	1	0	9	3	0	1	0	0
23. 55.0-69.9		11	10	1	0	0	0	0	0	0	0	0	0
24. 70.0 PLUS		1	1	0	0	0	0	0	0	0	0	0	0
25. \$0.1-15.9		0	0	0	0	0	0	0	0	0	0	0	0
26. 16.0-19.9		0	0	0	0	0	0	0	0	0	0	0	0
27. 20.0-24.9		0	0	0	0	0	0	0	0	0	0	0	0
28. 25.0-32.9		2	2	0	0	0	0	0	0	0	0	0	0
29. 33.0-42.9		2	1	0	0	0	0	0	0	0	0	0	0
30. 43.0-54.9		1	1	0	0	0	0	1	0	0	0	0	0
31. 55.0-69.9		0	0	0	0	0	0	0	0	0	0	0	0
32. 70.0 PLUS		0	0	0	0	0	0	0	0	0	0	0	0
33. \$0.1-15.9		0	0	0	0	0	0	0	0	0	0	0	0
34. 16.0-19.9		10	9	1	0	0	0	0	0	0	0	0	0
35. 20.0-24.9		40	30	2	1	0	0	6	0	0	1	0	0
36. 25.0-32.9		39	28	2	0	0	0	8	1	0	0	0	0
37. 33.0-42.9		9	6	0	0	0	0	3	0	0	0	0	0
38. 43.0-54.9		2	1	0	0	0	0	1	0	0	0	0	0
39. 55.0-69.9		0	0	0	0	0	0	0	0	0	0	0	0
40. 70.0 PLUS		0	0	0	0	0	0	0	0	0	0	0	0
41. \$0.1-15.9		27	19	2	0	0	0	5	0	0	0	0	0
42. 16.0-19.9		49	21	1	1	0	0	10	0	0	0	0	0
43. 20.0-24.9		25	5	0	0	0	0	8	3	0	0	0	0
44. 25.0-32.9		10	1	0	0	0	0	8	1	0	0	0	0
45. 33.0-42.9		9	0	1	0	0	0	8	0	0	0	0	0
46. 43.0-54.9		3	0	0	0	0	0	3	0	0	0	0	0
47. 55.0-69.9		1	0	0	0	0	0	1	0	0	0	0	0
48. 70.0 PLUS		0	0	0	0	0	0	0	0	0	0	0	0

EX-100 (002) 001, F2012 (0) (0) (0) (0) (0) (0) (0) (0) (0) (0) (0) (0) (0) (0)

Page 1



Table 10 continues

**D. EMPLOYMENT DATA AS OF DECEMBER 31, 2011, CONT.**  
 (do not include absent/appointed officials; figures will be omitted if zeros)  
 U.S. POSTAL SERVICE EMPLOYEES (including temporary employees)

ANNUAL SALARY (in thousands \$)	Total		Male		Female		Unknown		Total		Male		Female		Unknown	
	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010
49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
51. 20.0-24.9	237	223	5	0	1	0	8	0	0	0	0	0	0	0	0	0
52. 25.0-32.9	973	891	49	2	0	0	28	2	0	0	0	0	0	0	0	0
53. 33.0-42.9	414	388	21	0	14	0	5	0	0	0	0	0	0	0	0	0
54. 43.0-54.9	101	91	7	0	0	0	1	1	0	0	0	0	0	0	0	0
55. 55.0-69.9	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
56. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
58. 16.0-19.9	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
59. 20.0-24.9	310	286	5	1	0	0	15	1	0	0	0	0	0	0	0	0
60. 25.0-32.9	65	45	2	0	0	0	18	0	0	0	0	0	0	0	0	0
61. 33.0-42.9	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
62. 43.0-54.9	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>65. TOTAL FULL TIME (LINES 1-64)</b>	<b>4706</b>	<b>3614</b>	<b>155</b>	<b>9</b>	<b>10</b>	<b>3</b>	<b>798</b>	<b>68</b>	<b>2</b>	<b>12</b>	<b>3</b>					
<b>66. OTHER BENEFIT EMPLOYEES (do not include regulars)</b>																
66. OFFICIALS/ADMIN	2	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
67. PROFESSIONALS	32	24	0	0	0	0	7	1	0	0	0	0	0	0	0	0
68. TECHNICIANS	3	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0
69. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71. ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72. SKILLED CRAFT	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73. SERVICE/MAINTENANCE	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>74. TOTAL OTHER THAN FULL TIME (LINES 66-73)</b>	<b>48</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>					
<b>75. NEW HIRE DURING CALENDAR YEAR (do not include regulars; U.S. POSTAL SERVICE 2011)</b>																
75. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76. PROFESSIONALS	28	17	0	0	0	0	8	0	0	0	0	0	0	0	0	0
77. TECHNICIANS	18	13	0	0	0	0	5	0	0	0	0	0	0	0	0	0
78. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
79. PARA-PROFESSIONAL	8	5	1	1	0	0	1	0	0	0	0	0	0	0	0	0
80. ADMIN. SUPPORT	11	5	0	0	0	0	4	0	0	0	0	0	0	0	0	0
81. SKILLED CRAFT	3	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0
82. SERVICE/MAINTENANCE	83	77	0	0	0	0	5	0	0	0	0	0	0	0	0	0
<b>83. TOTAL NEW HIRE (LINES 75-82)</b>	<b>149</b>	<b>119</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					

Male, 2 or more races.

Female, unknown

Male, unknown race; Female, unknown race.



## UTILIZATION ANALYSIS SUMMARY

The data contained in this report reflects employment statistics from January 1, 2011 through December 31, 2011. The overall percentage of minorities employed by KYTC during this reporting period decreased to 5.57 percent (5.57%) from 6.45 (6.45%) percent, a .88% decrease. The minority hiring goal established on July 1, 2004, was 10 percent (10%).

Minority utilization numbers within the KYTC decreased by .85%. KYTC is making strides toward the long-term goal for minority utilization despite budgetary obstacles.

KYTC female population's overall percentage employed during the reporting period decreased to 18.75 percent (18.75%) from 19.03 percent (19.03%), a .28% decrease. The female hiring goal established on July 1, 2004 is 52.42 percent (52.45%).

The female utilization numbers within the KYTC decreased by .19%. KYTC continues to make strides towards achievement of the Governor's Female and Minority hiring goals despite budgetary obstacles.

The total population of minorities and females in KYTC decreased during the reporting period of January 1, 2011 – December 31, 2011 by .72 % (.88% minorities + .28% females = 1.16% decrease).



## UTILIZATION ANALYSIS BY EEO-4 JOB CATEGORIES

KYTC used an average number of vacancies based upon 2010 departures, which totals 232. KYTC will record and track future vacancies by EEO-4 job categories for the next reporting period. The formula utilized has been approved by FHWA administration. In addition, the internet web site [www.uscensus2000](http://www.uscensus2000) did not provide the required information for the EEO-4 job category "Paraprofessional." FHWA administration approved the use of EEO job category "Other Professional Workers" which was used for Paraprofessional.

### Officials and Administrators:

**KYTC had 331 employees in this category out of a total workforce of 4735. Eight (8) were minorities and Fifty Five (55) were females.**

#### Officials/Administrators (Minorities)

- A. Estimated # of vacancies based upon CY 210 terminations:  
Officials and Administrators

$$232 * 7.0\% = 16 \text{ vacancies}$$

- B. # of employees in group = 331  
# of anticipated vacancies = 16  
# of years to reach ultimate goal = 5  
# of underutilized = 33

$$\text{Ultimate Goal \#} = 5.4\% * 331 = 18$$

$$\begin{aligned} \text{Annual Placement Rate} &= 33 / (16 * 5) \\ \text{APR} &= 41\% \end{aligned}$$

$$\begin{aligned} \text{Annual Placement Goal} &= 41\% * 16 \\ \text{APG} &= 7 \end{aligned}$$

$$\text{Annual Percentage Goal} = 7/331 = 2\%$$



### **Officials/Administrators (Females)**

- A. Estimated # of vacancies based upon average past 5-year departures:  
Officials and Administrators

$$232 * 7.0\% = 16 \text{ vacancies}$$

- B. # of employees in group = 331  
# of anticipated vacancies = 16  
# of years to reach ultimate goal = 5  
# of underutilized = 136

$$\text{Ultimate Goal \#} = 37.70\% * 331 = 125$$

$$\text{Annual Placement Rate} = 136 / (16 * 5)$$
$$\text{APR} = 170\%$$

$$\text{Annual Placement Goal} = 170\% * 16$$
$$\text{APG} = 27$$

$$\text{Annual Percentage Goal} = 27/331 = 8\%$$

#### **Problem/Barrier Statement:**

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Non classified (non-merit) positions are under this EEO-4 job category; those positions are filled at the direction of the Governor and the Cabinet Secretary.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"



- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.

**Action Items:**

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinet's Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item will be effective January 1, 2013.
- Strive to increase employment numbers whenever possible to reach the goal of 10 percent minority workforce composition with special emphasis on the minority population. The job classifications in the EEO-4 job category of Professional are normally filled through the Kentucky Personnel Cabinet's internal mobility program.
- Ensure that all employees, including women and minorities, receive information concerning long-term and development programs.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.



## Professionals:

KYTC had 1644 employees in this job category out of a total workforce of 4735. One Hundred Eight (108) were minorities and Five Hundred Forty Five (545) were females.

### Professionals (Minorities)

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 47.3\% = 109 \text{ vacancies}$$

- B.   # of employees in group = 1644  
      # of anticipated vacancies = 109  
      # of years to reach ultimate goal = 5  
      # of underutilized = 237

$$\text{Ultimate Goal \#} = 5.6\% * 1644 = 92$$

$$\text{Annual Placement Rate} = 237 / (109 * 5)$$
$$\text{APR} = 43\%$$

$$\text{Annual Placement Goal} = 43\% * 109$$
$$\text{APG} = 47$$

$$\text{Annual Percentage Goal} = 47/1644 = 3\%$$

### Professionals (Females)

A. Estimated # of vacancies based upon average past 5-year departures:

$$232 * 47.3\% = 109 \text{ vacancies}$$

- B.   # of employees in group = 1644  
      # of anticipated vacancies = 109  
      # of years to reach ultimate goal = 5  
      # of underutilized = 902



Ultimate Goal # =  $57.9\% * 1644 = 944$

Annual Placement Rate =  $902 / (109 * 5)$   
APR = 166%

Annual Place Goal =  $166\% * 109$   
APG = 180

Annual Percentage Goal =  $180/1644 = 11\%$

**Problem/Barrier Statement:**

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- The non-merit positions under this EEO-4 job category are filled at the Governor and Cabinet Secretary's discretion.
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- Minimum requirements are set forth in the job classification specification. Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.

**Action Items:**

- The Office for Civil Rights and Small Business Development (OCSBD) will educate KYTC management on their responsibilities to implement the Cabinet's Affirmative Action Plan



and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.

- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item will be effective January 1, 2013.
- Strive to increase employment numbers whenever possible to reach the goal of 10 percent minority workforce composition with special emphasis on the minority population. The job classifications in the EEO-4 job category of Professional are normally filled through the Kentucky Personnel Cabinet's internal mobility program.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.



## **Technicians:**

**KYTC had 377 employees in this category out of a total workforce of 4706. Twenty-three (23) were minorities and Two Hundred Ninety Three (293) were females.**

### **Technicians (Minorities)**

**A. Estimated # of vacancies based upon CY 2010 terminations:**

$$232 * 8\% = 19 \text{ vacancies}$$

- B.   # of employees in group = 377  
     # of anticipated vacancies = 19  
     # of years to reach ultimate goal = 5  
     # of underutilized = 82**

$$\text{Ultimate Goal \#} = 7.5\% * 377 = 28$$

$$\text{Annual Placement Rate} = 82 / (19 * 5)$$
$$\text{APR} = 86\%$$

$$\text{Annual Placement Goal} = 86\% * 19$$
$$\text{APG} = 16$$

$$\text{Annual Percentage Goal} = 16/377 = 4\%$$

### **Technicians (Females)**

**A. Estimated # of vacancies based upon CY 2010 terminations:**

$$232 * 8\% = 19 \text{ vacancies}$$

- B.   # of employees in group = 377  
     # of anticipated vacancies = 19  
     # of years to reach ultimate goal = 5  
     # of underutilized = 169**



Ultimate Goal # =  $62.9\% * 377 = 237$

Annual Placement Rate =  $169 / (19 * 5)$

APR = 178%

Annual Placement Goal =  $178\% * 19$

APG = 34

Annual Percentage Goal =  $34/377 = 9\%$

**Problem/Barrier Statement:**

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.

**Action Items:**

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and



reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item will be effective January 1, 2013.

- Strive to increase employment numbers whenever possible to reach the goal of 10 percent minority workforce composition with special emphasis on the minority population. The job classifications in the EEO-4 job category of Professional are normally filled through the Kentucky Personnel Cabinet's internal mobility program.
- Utilize interim and summer programs with a strong emphasis on minorities and females.
- Work cooperatively with the Cabinet's scholarship program (engineering), State universities, community colleges and vocational schools to recruit minority and female candidates for both programs.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.



## Protective Service Worker:

KYTC had five (5) employees in this category out of a total workforce of 4706. One (1) was a minority and two (2) were females.

### Protective Service Worker (Minorities)

- A. Estimated # of vacancies based upon average CY 2010 terminations:

$$232 * 0.1\% = 0 \text{ vacancies}$$

- B. # of employees in group = 5  
# of anticipated vacancies = 0  
# of years to reach ultimate goal = 5  
# of underutilized = 1

$$\text{Ultimate Goal \#} = 10.9\% * 5 = 0$$

$$\text{Annual Placement Rate} = 1 / (0 * 5)$$
$$\text{APR} = 0\%$$

$$\text{Annual Placement Goal} = 0\% * 0$$
$$\text{APG} = 0$$

$$\text{Annual Percentage Goal} = 0/5 = 0\%$$

### Protective Service Worker (Females)

- A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 0.1\% = 0 \text{ vacancies}$$

- B. # of employees in group = 5  
# of anticipated vacancies = 0  
# of years to reach ultimate goal = 5  
# of underutilized = 2



Ultimate Goal # =  $29.5\% * 5 = 1$

Annual Placement Rate =  $2 / (0 * 5)$   
APR = 0%

Annual Placement Goal =  $0\% * 0$   
APG = 0

Annual Percentage Goal =  $0/5 = 0\%$

**Problem/Barrier Statement:**

- KYTC only utilizes one classification of Motor Vehicle Dealer District Administrator within the EEO-4 job category of Protective Service worker. The turnover rate within this job classification is extremely low.
- KYTC does not expect to fill any vacancies within this EEO-4 job category over the next 5-years as this position is being phased out.

Action Items are not required due to KYTC not expecting to fill positions in the EEO-4 job category of Protective Service Workers within the next five years.



## **Paraprofessional:**

KYTC had ninety (100) employees in this category out of a total workforce of 4735. Eight (8) were minorities and Eighteen (18) were female.

The internet web site US Census 2000 did not provide the EEO-4 job category information for Paraprofessional. Per FHWA administration we may use the EEO job category "Other Professional Workers."

### **Paraprofessional (Minorities)**

A. Estimated # of vacancies based upon average past 5-year departures:

$$232 * 2.1\% = 5 \text{ vacancies}$$

- B.   # of employees in group = 100  
      # of anticipated vacancies = 5  
      # of years to reach ultimate goal = 5  
      # of underutilized = 0

$$\text{Ultimate Goal \#} = 6.5\% * 100 = 7$$

$$\text{Annual Placement Rate} = 0 / (5 * 5) \\ \text{APR} = 0\%$$

$$\text{Annual Placement Goal} = 0\% * 5 \\ \text{APG} = 0$$

$$\text{Annual Percentage Goal} = 0/100 = 0\%$$

### **Paraprofessional (Females)**

A. Estimated # of vacancies based upon average past 5-year departures:

$$232 * 2.1\% = 5 \text{ vacancies}$$



- B.     # of employees in group = 100  
       # of anticipated vacancies = 5  
       # of years to reach ultimate goal = 5  
       # of underutilized = 0

Ultimate Goal # =  $54.0\% * 100 = 54$

Annual Placement Rate =  $0 / (5 * 5)$   
APR = 0%

Annual Placement Goal =  $0\% * 5$   
APG = 0

Annual Percentage Goal =  $0/100 = 0\%$

**Problem/Barrier Statement:**

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- Minimum requirements are set forth in the job classification specification. Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.

**Action Items:**



- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item is effective January 1, 2013.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.



## **Administrative Support:**

KYTC had 124 employees in this category out of a total workforce of 4706. Nine (9) were minorities and Forty Three (43) were females.

### **Administrative Support (Minorities)**

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 2.6\% = 6 \text{ vacancies}$$

- B.   # of employees in group = 124  
      # of anticipated vacancies = 6  
      # of years to reach ultimate goal = 5  
      # of underutilized = 22

$$\text{Ultimate Goal \#} = 8.6\% * 124 = \mathbf{11}$$

$$\text{Annual Placement Rate} = 22 / (6 * 5) \\ \text{APR} = 73\%$$

$$\text{Annual Placement Goal} = 73\% * 6 \\ \text{APG} = 4$$

$$\text{Annual Percentage Goal} = 4/124 = 3\%$$

### **Administrative Support (Females)**

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 2.6\% = 6 \text{ vacancies}$$

- B.   # of employees in group = 124  
      # of anticipated vacancies = 6  
      # of years to reach ultimate goal = 5  
      # of underutilized = 68



Ultimate Goal # =  $76.8\% * 124 = 95$

Annual Placement Rate =  $68 / (6 * 5)$

APR = 226%

Annual Placement Goal =  $226\% * 6$

APG = 14

Annual Percentage Goal =  $14/124 = 11\%$

**Problem/Barrier Statement:**

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- Minimum requirements are set forth in the job classification specification. Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.

**Action Items:**

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinet's Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.



- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item is effective January 1, 2013.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.



## Skilled Craftsmen:

KYTC had 1731 employees in this category out of a total workforce of 4706. Ninety One (91) were minorities and forty two (42) were female.

### Skilled Craftsmen (Minorities)

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 36.7\% = 85 \text{ vacancies}$$

- B.   # of employees in group = 1731  
     # of anticipated vacancies = 85  
     # of years to reach ultimate goal = 5  
     # of underutilized = 239

$$\text{Ultimate Goal \#} = 5.10\% * 1731 = 88$$

$$\text{Annual Placement Rate} = 239 / (85 * 5)$$
$$\text{APR} = 56\%$$

$$\text{Annual Placement Goal} = 56\% * 85$$
$$\text{APG} = 48$$

$$\text{Annual Percentage Goal} = 48/1731 = 3\%$$

### Skilled Craftsmen (Females)

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 36.7\% = 85 \text{ vacancies}$$

- B.   # of employees in group = 1731  
     # of anticipated vacancies = 85  
     # of years to reach ultimate goal = 5  
     # of underutilized = 107



Ultimate Goal # =  $5.10\% * 1731 = 88$

Annual Placement Rate =  $107 / (85 * 5)$   
APR = 25%

Annual Placement Goal =  $25\% * 85$   
APG = 21

Annual Percentage Goal =  $21/1731 = 1\%$

**Problem/Barrier Statement:**

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- Classifications in this EEO-4 job category are normally filled through the Kentucky Personnel Cabinet's internal mobility program of current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Minimum requirements are set forth in the job classification specification. Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.



- The classifications identified in this category traditionally do not attract female applicants and pose a significant recruitment challenge.

**Action Items:**

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.



## **Service Maintenance:**

KYTC had 394 employees in this category out of a total workforce of 4706. Ten (10) were minorities and thirty three (33) were females.

### **Service Maintenance (Minorities)**

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 8.4\% = 19 \text{ vacancies}$$

- B.     # of employees in group = 394  
       # of anticipated vacancies = 19  
       # of years to reach ultimate goal = 5  
       # of underutilized = 113

$$\text{Ultimate Goal \#} = 13.6\% * 394 = 54$$

$$\text{Annual Placement Rate} = 113 / (19 * 5)$$
$$\text{APR} = 119\%$$

$$\text{Annual Placement Goal} = 119\% * 19$$
$$\text{APG} = 23$$

$$\text{Annual Percentage Goal} = 23/394 = 6\%$$

### **Service Maintenance (Females)**

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 8.4\% = 19 \text{ vacancies}$$

- B.     # of employees in group = 394  
       # of anticipated vacancies = 19  
       # of years to reach ultimate goal = 5  
       # of underutilized = 111



Ultimate Goal # =  $64.1\% * 394 = 253$

Annual Placement Rate =  $111 / (19 * 5)$

APR = 117%

Annual Placement Goal =  $117\% * 19$

APG = 22

Annual Percentage Goal =  $22/394 = 6\%$

**Problem/Barrier Statement:**

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap available.
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- The classifications identified in this category traditionally do not attract female applicants and pose a significant recruitment challenge.
- Several classifications within this category are entry level positions with low pay resulting in a significantly high attrition rate.

**Action Items:**

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan.



- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.



JOB CATEGORY	TOTAL EMPLOYEES AS OF 12/31/11	FEMALE EMPLOYEES AS OF 12/31/11	% FEMALES AS OF 12/31/11	UNDER UTILIZED AS OF 12/31/11	CIVILIAN LABOR AVAILABILITY AS OF 12/31/11	# FEMALES TO REACH ULTIMATE 5-YR PLAN GOAL
OFFICIALS AND ADMINISTRATORS	331	55	16.6%	YES	37.70%	125
PROFESSIONALS	1644	545	33.1%	YES	57.90%	944
TECHNICIANS	377	61	16.2%	YES	62.90%	237
PROTECTIVE SERVICE	5	1	20.0%	YES	29.50%	1
PARA PROFESSIONALS OTHER PROFESSIONAL WORKERS	100	18	18.0%	YES	54.00%	54
ADMINISTRATIVE SUPPORT	124	43	34.7%	YES	76.80%	95
SKILLED CRAFT	1731	42	2.4%	YES	5.10%	88
SERVICE/ MAINTENANCE	394	33	8.4%	YES	64.10%	253
TOTAL	4,706	926	7.44			1797



JOB CATEGORY	TOTAL EMPLOYEES AS OF 12/31/11	MINORITY EMPLOYEES AS OF 12/31/11	% MINORITY AS OF 12/31/11	UNDER UTILIZED AS OF 12/31/11	CIVILIAN LABOR AVAILABILITY AS OF 12/31/11	# MINORITIES TO REACH ULTIMATE 5-YR PLAN GOAL
OFFICIALS AND ADMINISTRATORS	331	8	2.41	YES	5.4%	18
PROFESSIONALS	1644	108	6.56	YES	5.6%	92
TECHNICIANS	377	23	6.10	YES	7.5%	28
PROTECTIVE SERVICE	5	4	80.0	NO	10.9%	0
PARA PROFESSIONALS OTHER PROFESSIONAL WORKERS	100	8	8.0	YES	6.5%	7
ADMINISTRATIVE SUPPORT	124	14	11.3	YES	8.6%	11
SKILLED CRAFT	1731	91	5.25	YES	5.10%	88
SERVICE/ MAINTENANCE	394	59	14.9	YES	13.6%	54
TOTAL	4,706	315	6.69			298



# UTILIZATION ANALYSIS REPORT

Workforce data as of December 31, 2011, was captured by the Kentucky Human Resource Information System (KHRIS) and provided by the Kentucky Personnel Cabinet. The purpose of determining availability is a comparison of under-utilized workforce by occupational category based upon the persons in the labor market area.

The comparison revealed under-utilized workforce in minorities and females in most areas. The Cabinet's goal is to obtain a 20 percent (20%) female workforce and an 8 percent (8%) minority workforce. As of December 31, 2011, the female population is 18.75% and the minority population is 5.57%.

The overall percentage of minorities employed by KYTC during this reporting period decreased to 5.57 percent from 6.45 percent, a .88% decrease. The minority hiring goal established on July 1, 2004, was 10 percent (10%).

Minority utilization numbers within the KYTC decreased by .85%. KYTC is making strides toward the long-term goal for minority utilization despite budgetary obstacles.

KYTC female population's overall percentage employed during the reporting period decreased to 18.75 percent from 19.03 percent, a .28% decrease. The female hiring goal established on July 1, 2004 is 52.42 percent.

The female utilization numbers within the KYTC decreased by .19%. KYTC continues to make strides towards achievement of the Governor's Female and Minority hiring goals despite budgetary obstacles.

The total population of minorities and females in KYTC decreased during the reporting period of January 1, 2011 – December 31, 2011 by 0.72 percent (minorities .88% + females .28% = 1.16% decrease).

The information for Paraprofessional (job category) was not available on the 2000 Census web site and therefore is being submitted incomplete. According to FHWA, KYTC could include the Paraprofessional numbers in with another job group; however, KYTC is of the opinion that by doing that, it would skew the percentages and not provide an accurate depiction.



Table 11

Job Category		UTILIZATION ANALYSIS REPORT									
		Males					Females				
		White	Blacks	Hisp	A/AN	AS/PI	White	Blacks	Hisp	A/AN	AS/PI
<b>Official Administrators</b>											
	Total Workforce										
	Current # Workforce	268	3	1	0	0	55	3	0	0	
	% in Category	80.97%	0.91%	0.30%	0.00%	0.00%	16.62%	0.91%	0.00%	0.00%	1
	% of Avail		3.3%	0.4%	0.1%	0.8%	35.5%	4.8%	0.3%	0.1%	0.30%
	% Utilization		-2.4%	-0.1%	-0.1%	-0.8%	-18.9%	-3.9%	-0.3%	-0.1%	0.4%
	Under-utilized (Yes/No)		Y	Y	N	Y	Y	Y	Y	N	-0.1%
	# Needed to Reach Parity		11	1	0	3	118	16	1	0	Y
<b>Professional</b>											
	Current # Workforce	981	46	3	0	6	545	46	1	0	6
	% in Category	59.67%	2.80%	0.18%	0.00%	0.36%	33.15%	2.80%	0.06%	0.00%	0.36%
	% of Avail		3.4%	0.4%	0.1%	2.0%	46.4%	6.8%	0.6%	0.1%	0.9%
	% Utilization		-0.6%	-0.2%	-0.1%	-1.6%	-13.2%	-4.0%	-0.5%	-0.1%	-0.5%
	Under-utilized (Yes/No)		Y	Y	Y	Y	Y	Y	Y	Y	Y
	# Needed to Reach Parity		56	7	2	33	763	112	10	2	15
<b>Technicians</b>											
	Current # Workforce	293	7	0	2	0	61	11	1	1	1
	% in Category	77.72%	1.86%	0.00%	0.53%	0.00%	16.18%	2.92%	0.27%	0.27%	0.27%
	% of Avail		5.5%	0.4%	0.1%	0.4%	44.9%	13.2%	0.6%	0.2%	1.1%
	% Utilization		-3.6%	-0.4%	0.4%	-0.4%	-28.7%	-10.3%	-0.3%	0.1%	-0.8%
	Under-utilized (Yes/No)		Y	Y	N	Y	Y	Y	Y	Y	Y
	# Needed to Reach Parity		21	2	0	2	169	50	2	1	4
<b>Protective Service</b>											
	Current # Workforce	5	4	0	0	0	1	0	0	0	0
	% in Category	100.00%	80.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%
	% of Avail		3.3%	0.0%	0.0%	0.0%	46.7%	20.0%	0.0%	2.2%	0.0%
	% Utilization		78.7%	0.0%	0.0%	0.0%	-26.7%	-20.0%	0.0%	-2.2%	0.0%
	Under-utilized (Yes/No)		N	N	N	N	Y	Y	N	N	N
	# Needed to Reach Parity		0	0	0	0	2	1	0	0	0



Para-Professionals													
Current # Workforce	100	74	5	1	0	0	0	18	1	0	1	0	0
% in Category		74.00%	5.00%	1.00%	0.00%	0.00%	0.00%	18.00%	1.00%	0.00%	1.00%	0.00%	0.00%
% of Avail Utilization			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Under-utilized (Yes/No)			5.0%	1.0%	0.0%	0.0%	0.0%	18.0%	1.0%	0.0%	1.0%	0.0%	0.0%
# Needed to Reach Parity			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Administrative Support													
Current # Workforce	124	46	4	1	0	0	0	43	4	0	0	0	0
% in Category		37.10%	3.23%	0.81%	0.00%	0.00%	0.00%	34.68%	3.23%	0.00%	0.00%	0.00%	0.00%
% of Avail Utilization			4.1%	0.3%	0.0%	0.0%	0.0%	55.2%	11.9%	0.5%	0.1%	0.6%	0.6%
Under-utilized (Yes/No)			-0.9%	0.5%	0.0%	0.0%	-0.3%	-20.5%	-8.7%	-0.5%	-0.1%	-0.6%	-0.6%
# Needed to Reach Parity			Y	Y	N	Y	Y	Y	Y	Y	Y	N	Y
Skilled Craft													
Current # Workforce	1731	1598	83	2	1	1	1	42	3	0	1	0	0
% in Category		92.32%	4.79%	0.12%	0.06%	0.06%	0.06%	2.43%	0.17%	0.00%	0.06%	0.00%	0.00%
% of Avail Utilization			8.7%	2.3%	0.5%	0.5%	0.5%	6.2%	1.4%	0.2%	0.0%	0.2%	0.2%
Under-utilized (Yes/No)			-3.9%	-2.2%	-0.4%	-0.4%	-0.4%	-3.8%	-1.2%	-0.2%	0.1%	-0.2%	-0.2%
# Needed to Reach Parity			Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Service/Maintenance													
Current # Workforce	394	350	7	1	0	0	1	33	1	0	0	0	0
% in Category		88.83%	1.78%	0.25%	0.00%	0.00%	0.25%	8.36%	0.25%	0.00%	0.00%	0.00%	0.00%
% of Avail Utilization			13.7%	1.8%	0.1%	0.1%	0.6%	28.2%	11.1%	0.7%	0.1%	0.7%	0.7%
Under-utilized (Yes/No)			-11.9%	-1.5%	-0.1%	-0.1%	-0.3%	-19.8%	-10.8%	-0.7%	-0.1%	-0.7%	-0.7%
# Needed to Reach Parity			Y	Y	N	N	Y	Y	Y	Y	N	Y	Y
			54	7	0	0	2	111	44	3	0	0	3

Table 11



### STA 5 Year Projected Goals

[illegible][illegible]

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	A/I/N	AS/PI	White	Blacks	Hisp	A/I/N	AS/PI
Official Administrators Professional Technicians Protective Service Para-Professionals Administrative Support Skilled Craft Service/Maintenance			1				1	6			
			5				3	40			2
			1				1	7			1
			3	1		1	4		1		1
			2				2	5			1
							1	3	2		1







## SETTING GOALS AND TIME TABLES

The Kentucky Transportation Cabinet (KYTC) seeks to “attract, develop, involve, and retain qualified people.” To achieve these goals, we must provide a work environment and a work climate that supports well-being, satisfaction and motivation of each employee.

KYTC was unable to determine the expected vacancy and attrition rate by job group for each year of the plan period due to data not being available by EE0-4 job category. KYTC will seek to implement modifications to the collection of data through the Kentucky Human Resource Information System (KHRIS) that will capture all separations by EE0-4 job categories.



# EEO COMPLAINT PROCEDURES

KYTC has a procedure in place that ensures that employees and applicants alleging discrimination may file and pursue such allegations with an impartial body without fear of reprisal.

## FHWA REQUIRED IDENTIFIED RESPONSIBLE PARTIES

Overall responsibility for the implementation of the KYTC EEO Complaint Procedure rests with the Office for Civil Rights and Small Business Development (OCRSBD). The Executive Director of that office is assisted by the EEO Coordinator. The Office of Human Resource Management Employee Relations Branch, the District Executive Directors, District Administrative Coordinators, managers and supervisors share responsibility in the KYTC EEO Complaint Procedure.

## FHWA REQUIRED ELEMENTS

The KYTC EEO Civil Rights Complaint Procedures are set forth in section 904 of the KYTC General Administration Procedures which are available to all KYTC employees in written form and on the KYTC website. The procedures outline three (3) levels of complaint development – inquiry, informal complaint and formal complaint:

1. **INQUIRY** is the first stage. An individual may approach any member of management, the Employee Relations Branch, an EEO Counselor, or the OCRSBD with an inquiry. The KYTC's EEO counselors include the Administrative Coordinator of each highway district office and the EEO Coordinator located in the OCRSBD. The recipient of the inquiry shall review the KYTC complaint procedures with the individual making the inquiry. The recipient of the inquiry shall forward all inquiries to the OCRSBD within two (2) working days of receipt, not including the day the inquiry was made. Within 15 working days of being notified of the inquiry, the OCRSBD may discuss the inquiry with the individual who made the inquiry in order to informally resolve the matter.
2. **INFORMAL COMPLAINT** follows the inquiry when measures to resolve the issues during the inquiry fail. The OCRSBD may bring the issue to the attention of management and persons other than the individual making the inquiry to determine whether the inquiry may be resolved informally. If the inquiry cannot



be informally resolved, the OCRSBD shall accept the inquiry as a formal complaint.

3. FORMAL COMPLAINT is the final step in the internal complaint process. If an individual chooses, he or she may bypass the inquiry/informal complaint process and file a formal complaint with the OCRSBD at anytime. Before a formal investigation is initiated, the complainant shall complete and sign the TC 12-244, EEO Complaint Form. The statement shall include the complaint basis (race, color, sex, etc.), issues (equal pay, failure to promote, etc.), incident dates, identity of the accused, and names of supporting witnesses. The EEO counselors or the OCRSBD shall provide technical assistance as necessary. The complainant is notified in writing, within 10 (ten) days of receipt of the written complaint, and the assignment of the complaint to an investigator. A detailed investigation is conducted and a summary report of findings and conclusions is issued to the complainant and accused. When appropriate, a summary report is forwarded to the KYTC Secretary or his/her designee, as well as the Appointing Authority. The investigation is concluded in 60 days of receipt of the written complaint. Appropriate remedial steps, when discrimination has been found to have occurred, will be taken. These can include actions such as changes in policies or procedures, disciplinary actions and setting aside of actions already taken. All formal complaints shall be logged, tracked and the files kept by the OCRSBD. Information pertaining to complaints shall only be made available within KYTC to those with distinct need to know. Under those circumstances, all or part of complaint files may be obtainable through Open Records.

At each stage of the inquiry/complaint process, individuals are informed of other avenues in which to file their complaints which include the U.S. Equal Employment Opportunity Commission, the U.S. Department of Justice, Kentucky Commission on Human Rights and the U.S. Department of Transportation and the Federal Highway Administration.

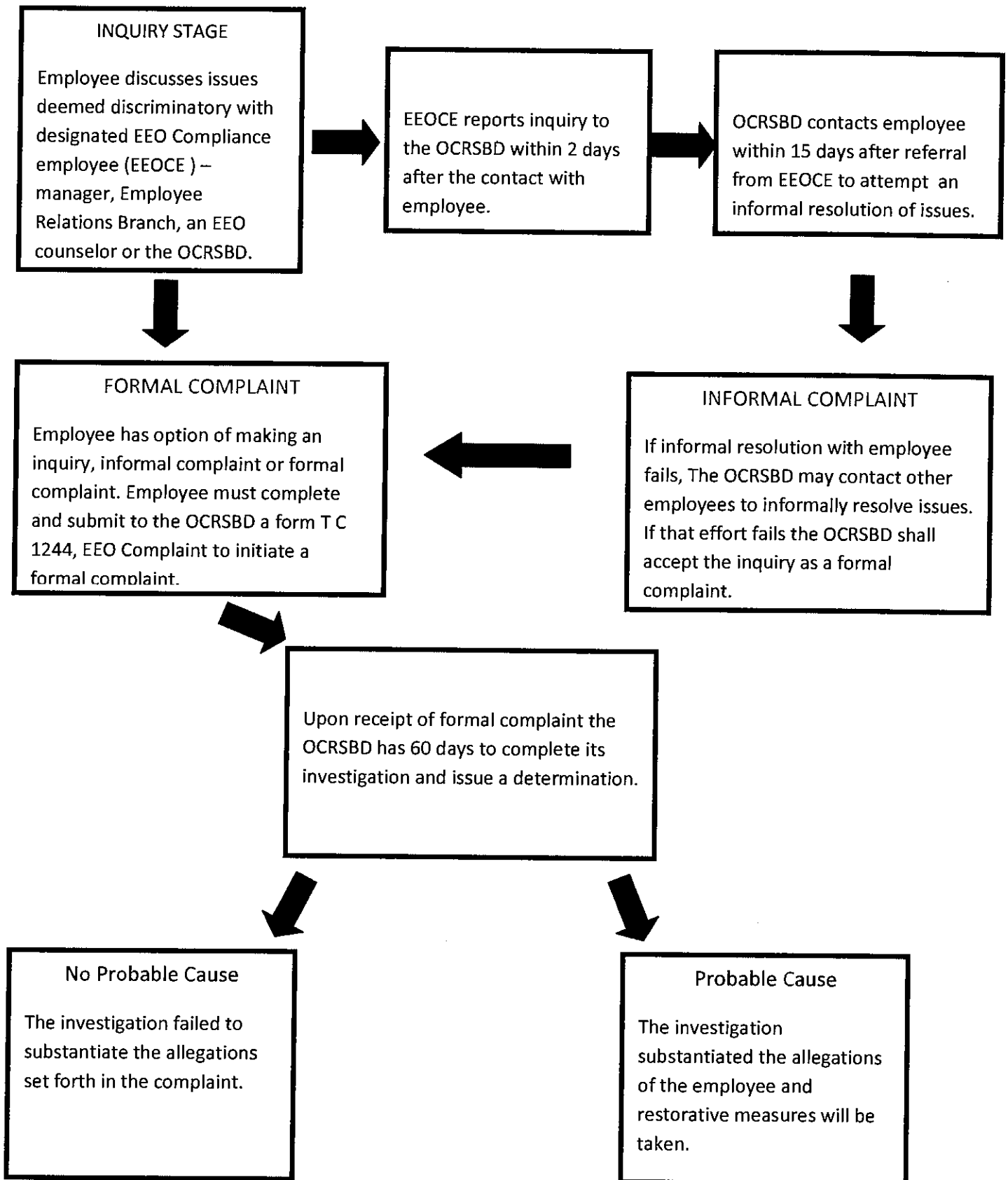
The KYTC EEO Complaint Procedures shall be plainly posted on all KYTC bulletin boards where Wage and Hour and other labor-related postings required by law are located. These procedures shall also be distributed to all new employees during orientation, included in the Personnel Handbooks given to all employees whenever there is a change in the procedure.



The KYTC EEO Complaint Procedures clearly prohibit retaliation or reprisal against employees and individuals involved in the complaint process and stipulate that appropriate disciplinary action, up to, and including termination be taken against anyone found to be involved in retaliation or reprisal.



## KYTC EEO COMPLAINT PROCESS





# EEO COMPLAINT ANALYSIS REPORT

The information source is the Cabinet's EEO Coordinator in the Office for Civil Rights and Small Business Development (OCRSD).

Recently, the responsibility for conducting and tracking EEO investigations was placed back in OCRSD. All Cabinet EEO complaints are received, investigated and tracked in OCRSD. A log, created and maintained by OCRSD, tracks the EEO complaints by type of allegation, race, gender, location, date received, and resolution or action taken.



Table 12

## EEO COMPLAINT ANALYSIS REPORT

#	Issue	Race	Gender	Agency Filed With	Race	Gender (Sex)	Age	Disability	National Origin	Religion	Sex	Harassment	Color	Political	Retaliation	Status/Comments	Investigating Entity
1	Treatment	B	F	5/11/2011												Accused party counseled	OHRM
2	Treatment	A	M	7/18/2011			X					X				Closed; Not substantiated	OHRM
3	Treatment	A	F	1/28/2011								X				Closed; No discrimination found	OHRM
4	Treatment	B	M	2/9/2011												Closed; No discrimination found	OHRM
5	Treatment	A	M	4/26/2011												Closed; No discrimination found	OHRM
6	Treatment	A	M	5/11/2011										X		Closed; No discrimination found	OHRM
7	Treatment	B	F	6/10/2011												Closed; No discrimination found	OHRM
8	Harassment	A	M	6/23/2011												Closed; No discrimination found	OHRM
9	Harassment	A	F	8/22/2011								X				Closed; No discrimination found	OHRM
10	Treatment	A	F	12/12/2011		X										Accused employee disciplined	OHRM
11	Treatment	A	M	12/15/2011			X									Closed; No discrimination found	OCRSBD
12																Ongoing	OCRSBD
13																	
14																	
15																	
16																	
17																	
18																	
19																	

## Legend

A = White  
 B = Black  
 C = Hispanic  
 D = Asian  
 E = American Indian  
 U = Unknown Race

OHRM = Office of Human Resources Management



# TRAINING HOURS AND PARTICIPANT ANALYSIS

Table 16 reflects the total number of training hours, by EEO-4 job category, captured by the Cabinet's Office of Human Resource Management, Division of Professional Development & Organizational Management.







Table 16

TOTAL TRAINING HOURS ANALYSIS															
EEO-4 Job Category	Female						Male								
	White	Black	Hisp	Asian/ Pacific	American Indian	Other	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Other	Total Males	Grand Total
Officials/ Administrators	1096	19.5	0	64.5	0	0	1180	5128.75	16.5	3.5	0	0	0	5148.75	6328.75
Professionals	4876.1	342.5	0	65	62	27.5	5373.1	9090.9	328	25	34	49.5	6	9533.4	14906.5
Technicians	733	133	0	2	0	0	868	3925.7	55.25	0	338.5	0	46	4365.45	5233.45
Protective Service	2	0	0	0	0	0	2	19	0	0	0	0	0	19	21
Paraprofessionals	104.5	8	0	0	0	0	112.5	732.8	48.5	47.5	0	0	0	828.8	941.3
Administrative Support	223	9.5	0	0	0	0	232.5	127.05	4	1.5	0	0	0	132.55	365.05
Skilled Craft	381.25	28	0	20.5	0	0	429.75	15422.4	504.95	14.5	10.5	10	1.5	15963.85	16393.6
Service/Maintenance	179.9	1.3	0	0	0	3.5	184.7	2932.15	7	0	6.5	0	0	2945.65	3130.35
Total Count	7595.75	541.8	0	152	62	31	8382.55	37378.8	964.2	92	389.5	59.5	53.5	38937.45	47320

	Number	Percent
TOTAL MINORITIES =	2345.5	4.95%
TOTAL FEMALES =	8382.55	17.71%

TOTAL TRAINING PARTICIPANTS ANALYSIS															
EEO-4 Job Category	Female						Male								
	White	Black	Hisp	Asian/ Pacific	American Indian	Other	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Other	Total Males	Grand Total
Officials/ Administrators	192	7	0	5	0	0	204	817	8	2	0	0	0	827	1031
Professionals	1001	84	0	4	3	1	1093	1842	89	0	3	4	3	1941	3034
Technicians	109	14	0	1	0	0	124	790	12	0	4	0	4	810	934
Protective Service	1	0	0	0	0	0	1	4	0	0	0	0	0	4	5
Paraprofessionals	23	4	0	0	0	0	27	110	11	2	0	0	0	123	150
Administrative Support	51	3	1	0	0	0	55	56	2	1	0	0	0	59	114
Skilled Craft	152	8	0	2	0	0	162	5740	255	7	1	3	2	6008	6170
Services/Maintenance	72	1	0	1	0	0	74	1028	33	0	0	0	0	1061	1135
	1601	121	1	13	3	1	1740	10387	410	12	8	7	9	10833	12573



# **IMPLEMENTATION PLAN TO ELIMINATE DISCRIMINATORY BARRIERS & ACHIEVE GOALS**

Kentucky Transportation Cabinet (KYTC)

The Kentucky Transportation Cabinet plans to implement the following actions, steps and programs to create an equitable workforce for all employees:

## **JOB STRUCTURING AND UPWARD MOBILITY:**

- Ensure that all qualification requirements are closely job related;
- Explore career development plans for lower grade employees who are underutilized or who demonstrate potential for advancement; and
- Widely disseminate upward mobility programs and opportunities with each work unit and within the total organizational structure.

## **RECRUITMENT, PLACEMENT AND HIRING APPLICANT FLOW ANALYSIS:**

- Maintain contact with organizations representing minority and female professional societies, and other sources of candidates for technical, professional and management level positions;
- Ensure that recruitment literature is relevant to all employees, including minority and female groups;
- Review and monitor recruitment and placement procedures to ensure that no discriminatory practices exist.

## **PROMOTIONS:**

- Evaluate promotion criteria (supervisory evaluations, oral interviews, written tests, qualification standards, etc.) and their use by selecting officials to identify and eliminate factors which may lead to non selection of employees or applicants, particularly minorities and females, who traditionally have not had access to better jobs;



- Ensure that all job vacancies are posted on the website of the Kentucky Personnel Cabinet and that all employees are encouraged to apply for all jobs for which they are qualified.

**TRAINING:**

- Require managers and supervisors to participate in EEO training covering the AAP, the overall EEO program and the administration of the policies and procedures therein, and on all Federal, State and local laws relating to EEO;
- Train employees who conduct employee selection interviews in proper interviewing techniques.
- 

**OTHER PERSONNEL ACTIONS:**

- Ensure that information on EEO counseling and grievance procedures is easily available to all employees;
- Improve the system for processing complaints alleging discrimination because of race, color, religion, sex, national origin, sexual orientation or gender identity, ancestry, age, disability or veteran status;
- Improve the system for processing grievances and appeals (i.e. disciplinary actions, adverse actions, adverse action appeals, etc.);
- Ensure the equal availability of employee benefits to all eligible employees.



# **INTERNAL & EXTERNAL DISSEMINATION OF THE AAP**

## **INTERNAL**

The Kentucky Transportation Cabinet's Affirmative Action Plan will be available in each work unit, on the Cabinet's website and will be accessible to all employees upon request. The Equal Employment Opportunity/Affirmative Action policy statement will be disseminated internally to all department employees and placed on the Cabinet's website and included in the New Employee Orientation packets.

The policy intent and individual responsibility will be explained to executive, managerial and supervisory personnel. Explanations will include a clear statement of the Cabinet Secretary's commitment to affirmative action and support for the policy and plan.

## **External**

A copy of the Affirmative Action Plan will be made available to the public on the Cabinet's website and also upon request. The Cabinet will initiate and undertake aggressive, relationship-building activities to ensure frequent contact with protected group members, community organizations, and resource agencies. The Equal Employment Opportunity/Affirmative Action policies will be publicized externally by incorporating an equal opportunity statement in all purchase orders, contracts and recruitment advertising. With the exception of a bona fide occupation qualification, notices of recruitment advertisement will not contain reference to race, color, sex, religion, creed, age, marital status, national origin, sexual orientation, disabled Vietnam era veteran's status, or physical, sensory, mental disability or political affiliation.

The Kentucky Transportation Cabinet will not knowingly conduct business with any entity that discriminates against protected group members and/or violates Federal or State civil rights laws. An equitable representation of protected group and non-affected group employees will be shown in KYTC brochures, publications, manuals, reports and advertisements that depict the KYTC workforce.



# ASSESSMENT OF EMPLOYMENT PRACTICES AND POTENTIAL PROBLEM AREA ANALYSIS

Potential Problem Area	Analysis
The total selection process, including recruitment, application forms, interview procedures, referral procedures, and final selection process.	While the total selection process ensures equal employment opportunity, KYTC identified the need to better track minority applicants due to the self-identification practice on application forms. An analysis in this area also indicates a need for more targeted recruitment efforts and the need to implement training for managers/supervisors on interview panel selection and applicants chosen for interviews.
Transfers and promotion practices.	KYTC's transfer and promotion practices assure equal opportunity. A review of this area indicates, however, that while minorities and women have equal access to promotional and transfer opportunities, there is a need for more training on career advancement for all KYTC employees.
Personnel actions and performance management	An analysis in this area indicates a need to incorporate an EEO component into the performance appraisal system for all management level KYTC employees.
Absence of enforcement of self-evaluation audit system to evaluate compliance and the effectiveness of EEO and AA in all KYTC offices and divisions.	The 2007 Affirmative Action Plan identified ways to accomplish self-evaluation of all KYTC offices and divisions. There is a need to implement this self-evaluation on a quarterly or annual basis.
Composition of applicant flow by minority group status and gender	A review of this area indicates a need to identify ways to capture statistical data related to applicants and interviewees



	compiled by minority group status and gender.
Compliation of data	For the purposes of statistical reporting to FHWA, all data must be compiled and analyzed by EEO-4 job category.
Underutilization of minorities and women in specific EEO-4 job categories.	While goals have been established to eliminate "underutilization," the KYTC ensures that appropriate levels of training are available to affect upward mobility of protected classes.



# **AFFIRMATIVE ACTION PROGRAM EVALUATION**

The Office for Civil Rights & Small Business Development (OCRSBD), Affirmative Action Officer has the task of monitoring and reporting KYTC's progress toward Equal Employment Opportunity in the workplace. To accomplish this task, the following monitoring and reporting system is being developed:

- ❖ Each quarter (October 1, January 1, April 1, and July 1) a report will be prepared and sent to the KYTC Executive Staff of KYTC using information compiled by the Affirmative Action Officer, currently Alvin Wilson.

The report will include:

1. Current workforce profiles;
2. Analysis of KYTC's progress towards the Affirmative Action Goals;
3. Identified Barriers with solicitation for input for solutions; and
4. Recommended corrective measures.

A copy of the report will be forwarded to FHWA. KYTC Executive Staff will be instructed to also distribute the informational reports to hiring managers with the caveat that all supervisors will be held accountable on their annual performance evaluations for their efforts and accomplishments towards succeeding in meeting the AAP goals.

- ❖ KYTC will take the following steps to correct the problem areas identified in the AAP towards realistic solutions:
  1. Continue to provide training to Executive Staff and Hiring Managers regarding the AAP and their responsibility in making it a success;
  2. Individual accountability on annual performance evaluations;
  3. Track progress monthly and report quarterly;
  4. Better define data capture parameters to more accurately measure status and progress;
  5. Eliminate non-statutory and/or legislative barriers;
  6. Initiate proactive recognition for management who meet and exceed AAP goals.



- ❖ An AA Annual Update will be prepared and submitted to KYTC Cabinet Secretary, currently Michael E. Hancock, P.E., for the immediate previous calendar year. Statistics for the Annual update ending on December 31 will generally be available from the Kentucky Personnel Cabinet and OHRM to the Affirmative Action Officer by January 15 for completion. The Annual Update anticipated completion date should be no later than February 15 to allow for accuracy audits prior to submission. The following information will be included in the AA Annual Update:
  1. KYTC efforts towards implementing recommendations;
  2. Progress towards achievement of KYTC AA goals;
  3. Progress towards correction of problem areas; and
  4. General comments about KYTC EEO/AA program.
- ❖ Supervisors and management will be involved in establishing specific numerical goals and objectives for future years and for ideas regarding successfully initiating KYTC Affirmative Action Plan.



## GOALS NOT ATTAINED EXPLANATION

The responsibility of the Affirmative Action Plan (AAP) has recently been transferred to the Cabinet's Office for Civil Rights and Small Business Development (OCRSBD) due to OCRSBD no longer being merged with the Office of Human Resource Management (OHRM).

The Kentucky Transportation Cabinet (KYTC), like all Commonwealth of Kentucky Government Agencies, is obligated by a mandate from the Governor to the attainment of a workforce that is 10 percent (10%) minority and 52.45 percent (52.45%) female.

The Cabinet determined there were 2 primary goals and overall objectives set forth in the prior Five-Year AAP:

1. To achieve a 8.0 percent (8%) minority goal
2. To achieve a 20.0 percent (20%) female goal

The goals set forth were in a good faith effort to support the long-term objective of the Governor's mandate. The Cabinet has progressively attempted to obtain the goals; however, the goals were not met. As of December 31, 2011, the female percentage is 18.75% and the minority percentage is 5.75%.

During the 2007-2012 five-year AAP, KYTC had a moratorium on hiring employees and a decrease in its budget. Therefore, KYTC was unable to maintain a sufficient pace of minority and female hiring to reach the goals set forth in the prior five-year AAP.



# **RESULTS OF PREVIOUS FIVE-YEAR AAP AND PROGRESS UNDER PROGRAM**

Data sources were provided by the Office for Civil Rights and Small Business Development (OCSBD).



Table 26

## RESULTS OF PREVIOUS YEAR AFFIRMATIVE ACTION PLAN & PROGRESS UNDER CURRENT PROGRAM

<i>List Each Affirmative Action or Remedial Commitment</i>	<i>Results</i>	<i>Progress</i>
The Cabinet will participate in job fairs in communities and college campuses.	The Division of Personnel, Training and Recruitment Branch has attended numerous job fairs and developed an applicant pool of candidates.	This practice was discontinued due to a moratorium being placed on hiring in state government.
The Cabinet will utilize referral networks such as the NAACP, Urban Leagues and other minority organizations.	Applications were received from Urban League, Women in Construction and other minority organizations. Candidates who met the minimum requirements were placed on Competitive Registers.	Due to hiring freeze, this practice was drastically cut. Applicants placed on competitive registers were eligible to compete for positions throughout state government.
OBOD will facilitate and conduct comprehensive EEO training for management and EEO personnel in the districts.	The training was not conducted. Training functions for the KYTC were placed with the KYTC Office for Human Resource Management Professional Development Branch.	OCRSBD is conferring with OHRM Professional Development Branch to develop the training that will be conducted in the Fall of 2012.
OBOD will review all selection criteria for Cabinet programs to eliminate unnecessary criteria that may have a disproportionate impact on women and minorities.	The review is ongoing.	Selection criteria is based upon the Appointing Authority following Regulations and Statutes set forth by Legislation. (KAR 1:400)
OBOD and Scholarship Coordinator will utilize interns, co-ops and developmental positions whenever possible to attract entry level candidates.	KYTC has appointed 53 summer students (3 minorities). The current number of co-ops with the Cabinet is 3. Kentucky State Administrative Scholarship Program with KYTC appointed 12 graduates.	Administrative Scholarship Program is no longer in existence due to budget cuts.
OBOD will conduct a study of current recruitment methods to identify problem areas and formulate recommendations for appropriate actions.	The study of current recruitment methods was not conducted.	This program has been discontinued due to budget cuts.
The Cabinet will evaluate management on his/her compliance with Cabinet EEO policies and procedures.	The Cabinet management has not been evaluated for compliance.	EEO training for management will be conducted in 2012.